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HUMAN RESOURCES MANAGEMENT

Composition of the Secretariat

Report of the Secretary-General

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ABBREVIATIONS

DAM	Department of Administration and Management
DAM/OCSS	Office of Conference and Support Services
DAM/OHRM	Office of Human Resources Management
DAM/OPPBA	Office of Programme Planning, Budgeting and Accounts
DDSMS	Department of Development Support and Management Services
DESIPA	Department for Economic and Social Information and Policy Analysis
DPCSD	Department for Policy Coordination and Sustainable Development
DHA	Department of Humanitarian Affairs
DPKO	Department of Peace-keeping Operations
DPKO/FALD	Special Missions
DPA	Department of Political Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
GATT/WTO	General Agreement on Tariffs and Trade/World Trade Organization
ICJ	International Court of Justice
ICSC	International Civil Service Commission
INTORG	Inter-organization bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre (UNCTAD/GATT)
OIOS	Office for Internal Oversight Services
OLA	Office of Legal Affairs
OPE	Office for Project Execution
REGCOM	Regional Commissions Liaison Office
SAPP	Special Adviser to the Secretary-General for Public Policy
UNCC	United Nations Compensation Commission
UNCDF	United Nations Capital Development Fund

UNCHR	United Nations Centre for Human Rights
UNCHS	United Nations Centre for Human Settlements
UNDCP	United Nations International Drug Control Programme
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNFSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
UNRFNRE	United Nations Revolving Fund for Natural Resources Exploration
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNV	United Nations Volunteers programme

I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 45/239 A of 21 December 1990, 47/226 of 30 April 1993 and 49/222 of 23 December 1994. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. The information is provided mainly in the statistical tables inserted throughout its text as well as in those contained in annex I. In addition, detailed information on staff members can be found in the list of staff of the United Nations Secretariat.

3. Information concerning women at the United Nations can also be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat. A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report in accordance with the views expressed by Member States during the deliberations on the subject in the Third and Fifth Committees.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

4. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly."

5. There are a number of subsidiary organs of the United Nations that enjoy special status granted by the General Assembly concerning the appointment of their staff: United Nations Children's Fund (UNICEF); United Nations Development Programme (UNDP); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); secretariat of the International Civil Service Commission (ICSC); Registry of the International Court of Justice (ICJ); and International Trade Centre (ITC).

Total staff of the United Nations

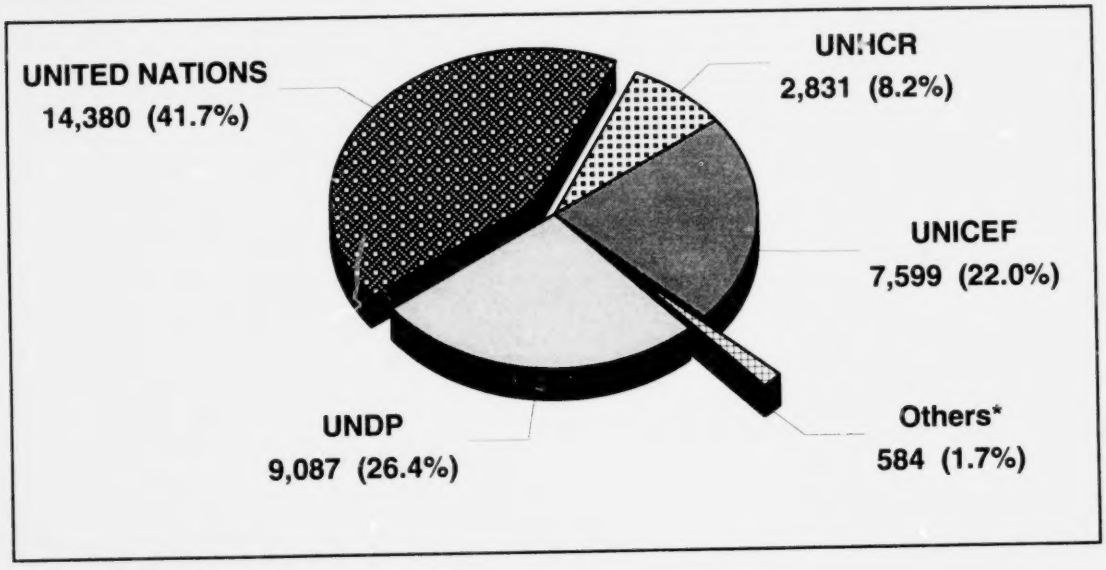
6. The total number of staff of the United Nations as of 30 June 1995 was 34,481 (see fig. 1), of whom 14,380 were assigned to the Secretariat of the United Nations and 20,101 to the secretariats of subsidiary organs. As regards funding, 10,055 staff occupy posts financed from the regular budget and 24,426 posts financed from extrabudgetary sources. Further details about the

composition of the staff, source of funds, category and related information can be found in table A.

Figure 1

STAFF OF THE UNITED NATIONS SECRETARIAT AND SUBSIDIARY ORGANS

(34,481 staff)



a/ Others include: ICJ-61; ICSC-47; ITC-172; UNITAR-14; UNRWA-174; and UNU-116.

Table A

STAFF OF THE UNITED NATIONS SECRETARIAT AND OF THE SECRETARIATS OF OTHER UNITED NATIONS ORGANS BY CATEGORY AND SOURCE OF FUNDS AS OF 30 JUNE 1995

	Regular budget				Extrabudgetary sources				
Organization	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	Grand total
United Nations Secretariat	3 555	221	5 835	9 611	839	279	3 651	4 769	14 380
UNDP	-	-	-	-	618 a/	1 200 b/	7 269 c/	9 087	9 087
UNHCR	89	29	155	244	417	496	1 674	2 587	2 831
UNICEF	-	-	-	-	2 430 c/	63	5 106	7 599	7 599
UNITAR	-	-	-	-	12	-	2	14	14
UNRWA d/	82	-	10	92	82	-	-	82	174
ITC e/	-	-	-	-	71	3	98	172	172
ICSC	21	-	26	47	-	-	-	-	47
ICJ	24	-	37	61	-	-	-	-	61
UNU	-	-	-	-	20	22	74	116	116
Total	3 771	221	6 063	10 055	4 489	2 063	17 874	24 426	34 481

a/ Includes only UNDP core budget.

b/ Includes all UNDP other funds (UNFPA, OPE, JPO, UNV, UNSO, UNRFNRE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes National and/or Field Service officers.

d/ UNRWA has also 19,591 area personnel (38.5 per cent women).

e/ A number of posts in ITC are financed jointly by the United Nations from the regular budget and by GATT/WTO.

Principles governing the recruitment and employment of staff

7. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

8. These principles apply to all the staff of the United Nations, including the staff of the secretariats of subsidiary organs with special status in matters of appointment (see para. 5 above).

B. Posts subject to geographical distribution

9. A particular group of staff of the United Nations Secretariat is covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,515, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

10. There are a number of staff members who are excluded from the principle of geographical distribution. As mentioned in paragraph 5 above, the largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of subsidiary organs with special status in matters of appointment.

11. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements, staff in the Field Service and the categories of locally recruited staff related to the General Service categories (such as Trades and Crafts, Security and Safety and Public Information Assistants). Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP); to the United Nations Centre for Human Settlements (UNCHS) or for the United Nations International Drug Control Programme (UNDCP); staff appointed to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations information centres.

12. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in annex I, table 1.

C. Representation of Member States

13. The representation of Member States is assessed in conformity with the system of desirable ranges (see annex I, table 4A). Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution: unrepresented; underrepresented; within range; and overrepresented. 1/

14. As of 30 June 1995, including the newly admitted Member State of Palau, there were 25 unrepresented Member States, as compared with 28 on 30 June 1994: Andorra, Armenia, Azerbaijan, Bosnia and Herzegovina, Brunei Darussalam, Democratic People's Republic of Korea, Eritrea, Kazakstan, Kuwait, Kyrgyzstan, Maldives, Marshall Islands, Micronesia (Federated States of), Monaco, Mozambique, Palau, Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Uzbekistan and Vanuatu. To reduce the number of unrepresented Member States, national competitive examinations have been or soon will be held in 16 of these States.

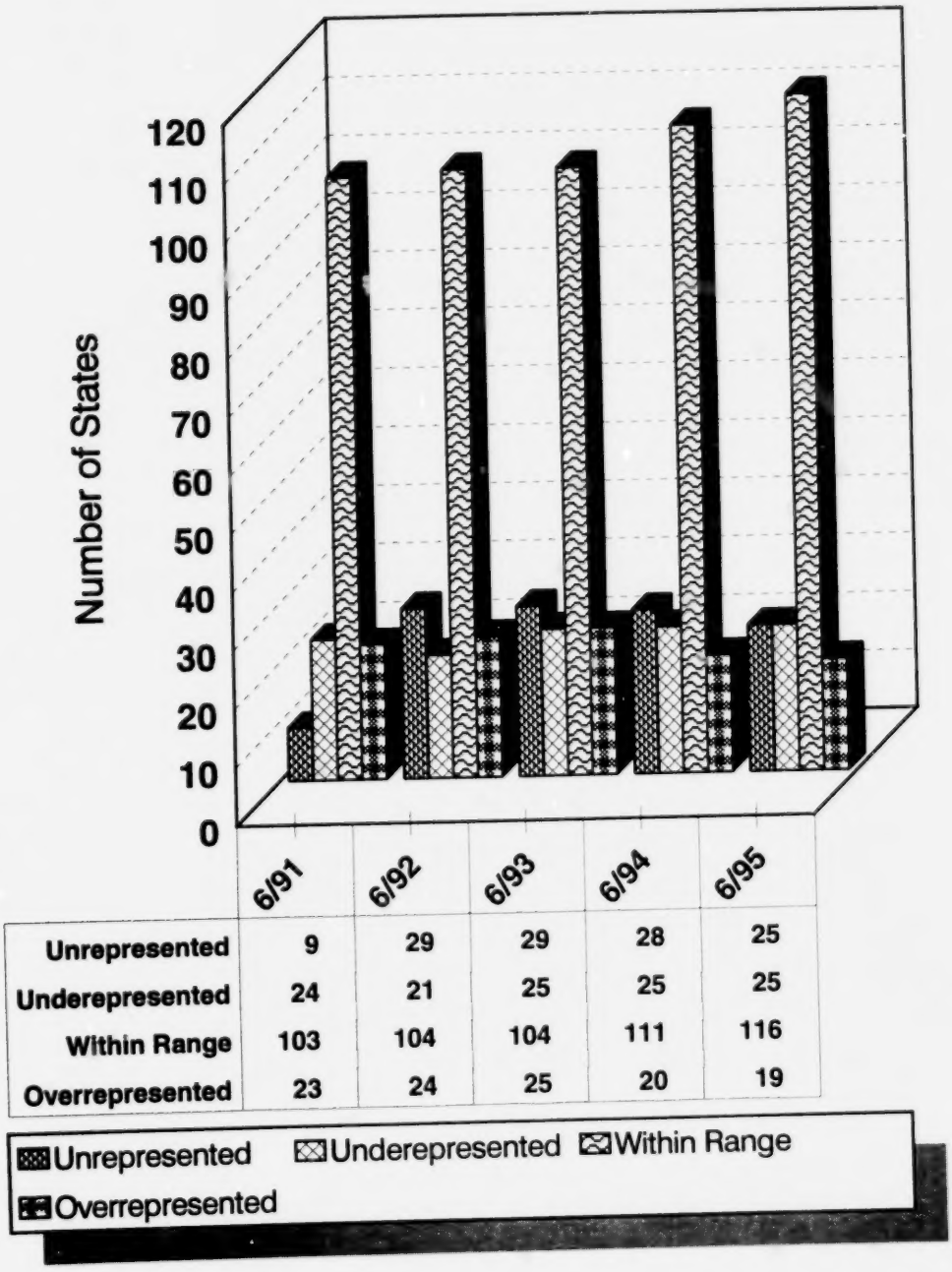
15. On 30 June 1995, there were 25 underrepresented Member States: Albania, Angola, Bahrain, Botswana, Comoros, Djibouti, Georgia, Guinea-Bissau, Italy, Japan, Lao People's Democratic Republic, Latvia, Liechtenstein, Namibia, Norway, Panama, Paraguay, Qatar, Republic of Korea, Rwanda, Saudi Arabia, Slovenia, Suriname, Ukraine and United Arab Emirates. To reduce the number of underrepresented Member States, national competitive examinations have been or soon will be held in 17 of these States.

16. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States and variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographical posts, departures on secondment or special leave without pay, returns from secondment or special leave and changes of nationality).

17. The evolution in the comparative representation of Member States in geographical posts over the period from 30 June 1991 to 30 June 1995 is illustrated in figure 2.

Figure 2

REPRESENTATION OF MEMBER STATES



	6/91	6/92	6/93	6/94	6/95
Unrepresented	9	29	29	28	25
Underepresented	24	21	25	25	25
Within Range	103	104	104	111	116
Overrepresented	23	24	25	20	19

D. Groupings of Member States

18. In conformity with the request of the General Assembly in resolution 45/239 A, most of the tables contained in annex I to the present report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II, table A, to the report. Table B in the text shows the number of Member States in each geographical region arranged by degree of representation during the period 1991-1995.

19. Information concerning the representation of developing and other countries is shown in text table C, which shows the situation each year during the five-year period from 1991 to 1995. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries have been established by totalling the desirable ranges of all countries in each group.

20. The first column of text table C indicates the group and the second column the year. The third and fourth columns show the combined desirable ranges and mid-point for each group. The fifth column shows the percentage of posts corresponding to the mid-point of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the assistant secretary-general level and above. The figures in parentheses show the situation of women. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the mid-point of the group's ad hoc desirable range.

Table B

NUMBER OF MEMBER STATES BY REGION AND DEGREE OF REPRESENTATION IN THE SECRETARIAT
30 June 1991-30 June 1995

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Africa	1991	52	1	6	36	9
	1992	52	2	6	35	9
	1993	53	3	6	36	8
	1994	53	4	5	36	8
	1995	53	3	7	36	7
Asia and the Pacific	1991	27	4	5	12	6
	1992	31	8	5	12	6
	1993	31	7	5	15	4
	1994	31	7	5	17	2
	1995	32	8	3	18	3
Eastern Europe	1991	10	1	1	8	0
	1992	24	15	0	9	0
	1993	27	14	6	6	1
	1994	27	12	6	8	1
	1995	27	10	5	11	1
Western Europe	1991	19	1	4	14	0
	1992	20	2	3	15	0
	1993	21	3	1	14	3
	1994	22	2	1	17	1
	1995	22	3	3	16	0
Latin America	1991	21	0	1	17	3
	1992	21	0	1	17	3
	1993	21	0	1	17	3
	1994	21	0	3	14	4
	1995	21	0	3	14	4
Middle East	1991	16	2	3	9	2
	1992	16	2	3	9	2
	1993	16	2	3	8	2
	1994	16	2	3	10	1
	1995	16	1	4	10	1
North America and the Caribbean	1991	14	0	4	7	3
	1992	14	0	3	8	3
	1993	14	0	2	9	3
	1994	14	0	2	9	3
	1995	14	0	0	11	3
Others a/	1991	2				
	1992	2				
	1993	2				
	1994	2				
	1995	2				
Total	1991	159 (100%)	9 (5.6%)	24 (15.1%)	103 (64.8%)	23 (14.5%)
	1992	178 (100%)	29 (16.3%)	21 (11.8%)	104 (58.4%)	24 (13.5%)
	1993	183 (100%)	29 (15.8%)	25 (13.7%)	104 (56.8%)	25 (13.7%)
	1994	184 (100%)	28 (15.2%)	25 (13.6%)	111 (60.3%)	20 (10.9%)
	1995	185 (100%)	25 (13.5%)	25 (13.5%)	116 (62.7%)	19 (10.3%)

a/ Non-Member States.

Table C

DISTRIBUTION OF STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AMONG DEVELOPING AND OTHER COUNTRIES FROM 1991-1995
(showing number of women)

Group	Year	Combined desirable ranges	Group mid-point	Percentage	Number of staff	Percentage	Number at D-1 and above	Percentage	Number at D-2 and above	Percentage	Number at ASG and above	Percentage
Developing countries	1991	945-1 278	1 111.4	41.2	1 160 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
	1992	907-1 227	1 067.0	39.5	1 155 (310)	44.6 (39.1)	172 (11)	48.5	51 (3)	44.7	16 (0)	47.1
	1993	904-1 223	1 063.7	39.4	1 141 (322)	44.8 (40.4)	165 (14)	48.2	49 (4)	48.0	19 (1)	52.8
	1994	896-1 212	1 053.7	39.0	1 118 (332)	44.2 (40.2)	166 (17)	48.5	51 (6)	45.5	22 (2)	59.5
	1995	890-1 204	1 047.0	44.7	1 114 (356)	44.6 (41.7)	158 (20)	47.7	49 (5)	46.2	19 (2)	55.9
Other countries	1991	1 350-1 827	1 588.6	58.8	1 420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
	1992	1 388-1 878	1 633.3	60.5	1 435 (482)	55.4 (60.9)	183 (26)	51.5	63 (8)	55.3	18 (1)	52.9
	1993	1 391-1 882	1 636.9	60.6	1 405 (475)	55.2 (59.6)	177 (29)	51.8	53 (9)	52.0	17 (3)	47.2
	1994	1 400-1 894	1 647.1	61.0	1 410 (493)	55.8 (59.8)	176 (34)	51.5	61 (12)	54.5	15 (2)	40.5
	1995	1 405-1 901	1 653.0	55.3	1 385 (498)	54.4 (58.3)	178 (36)	52.3	57 (12)	53.8	15 (2)	44.1
Total	1991	2 295-3 105	2 700.0	100.0	2 580 (754)	100.0 (100.0)	371 (32)	100.0	129 (12)	100.0	44 (2)	100.0
	1992	2 295-3 105	2 700.0	100.0	2 590 (792)	100.0 (100.0)	355 (37)	100.0	114 (11)	100.0	34 (1)	100.0
	1993	2 295-3 105	2 700.0	100.0	2 546 (797)	100.0 (100.0)	342 (43)	100.0	102 (13)	100.0	36 (4)	100.0
	1994	2 295-3 105	2 700.0	100.0	2 528 (826)	100.0 (100.0)	342 (51)	100.0	112 (18)	100.0	37 (4)	100.0
	1995	2 295-3 105	2 700.0	100.0	2 499 (854)	100.0 (100.0)	331 (56)	100.0	106 (18)	100.0	34 (4)	100.0

E. Representation of developing and other countries among staff at the senior levels (Principal Officer (D-1) level and above)

21. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat.

22. The action taken by the Secretary-General in this regard during the period from 1991 to 1995 is reflected in text table C. The representation of developing countries and other countries at the senior and policy-formulating levels is shown in several columns on the right of this table. More detailed information on the representation of Member States at these and other levels can be found in table 4 A in annex I to the present report.

Representation in the upper echelons (assistant secretary-general and under-secretary-general levels)

23. In the same resolution, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat (assistant secretary-general and under-secretary-general levels), to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

24. During the period under review, nationals of Egypt, Indonesia, Iraq, Ireland and Germany were appointed.

F. Representation of women

25. At its forty-sixth session, the General Assembly adopted resolution 46/100 of 16 December 1991 on the improvement of the status of women in the Secretariat.

26. At its forty-fifth session, the General Assembly had adopted resolution 45/239 C of 21 December 1990 on the same subject. In that resolution, the Assembly urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, in particular in senior policy level and decision-making posts in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible, 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution.

27. In the same resolution, the Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995. Efforts made during the period from 30 June 1991 to 30 June 1995 led to an increase of 75 per cent in the representation of women at the D-1 level and above. Intensification of the efforts between 30 June 1994 and 30 June 1995 led to an increase of 13.4 per cent in the representation of women at the D-1 level and above.

28. In the same resolution, the Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

29. The efforts to meet the requests of the Assembly concerning women continue. As of 30 June 1995, the number of women in geographical posts was 857, or 34.1 per cent. Table 3B in annex I shows the distribution of men and women by region and level.

30. The evolution of the proportion of women in geographical posts between 30 June 1991 - when it was 29.2 per cent - and 30 June 1995 is shown in text table D. This table also shows women staff for each region as percentages of all staff (table D.1) and as percentages of women staff only (table D.2). These data are also illustrated in figures 3 and 4.

31. The number and percentage of women in geographical posts and in posts with special language requirements on 30 June 1985 and on 30 June 1995 are shown in text table E. The percentage of women in geographical posts has risen from 29.2 per cent to 34.1 per cent over this period. The percentage of women in language posts has moved from 30.5 per cent to 35.3 per cent over the same period.

Table D.1

WOMEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AS A PERCENTAGE OF ALL STAFF FROM 30 JUNE 1991 TO 30 JUNE 1995

(by region of origin)

Year	1991	1992	1993	1994	1995
Region					
Africa	2.78	2.80	2.88	2.94	3.02
Asia and the Pacific	5.65	6.17	6.33	6.78	7.63
Eastern Europe	1.00	1.00	0.82	0.75	1.11
Western Europe	7.46	7.67	7.93	8.00	7.87
Latin America	2.85	2.95	3.03	3.10	3.22
Middle East	1.04	1.07	1.13	1.25	1.35
North America and the Caribbean	8.23	8.70	8.86	9.53	9.74
Others	0.19	0.19	0.27	0.20	0.12
Total	29.29	30.56	31.25	32.59	34.07
Increase (percentage points)	0.89	1.37	0.69	1.34	1.48
Total staff: 2 515			Total women staff:		857

Table D.2

WOMEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION FROM 30 JUNE 1991 TO 30 JUNE 1995 AS A PERCENTAGE OF WOMEN STAFF ONLY

(by region of origin)

Year	1991	1992	1993	1994	1995
Region					
Africa	9.49	9.16	9.20	9.04	8.86
Asia and the Pacific	19.37	20.20	20.27	20.84	22.40
Eastern Europe	3.42	3.26	2.61	2.29	3.26
Western Europe	25.56	25.06	25.37	24.58	23.10
Latin America	9.75	9.66	9.70	9.52	9.45
Middle East	3.56	3.51	3.61	3.86	3.96
North America and the Caribbean	28.19	28.48	28.36	29.28	28.58
Others	0.66	0.63	0.87	0.60	0.35
Total	100.00	100.00	100.00	100.00	100.00
Total women staff	759	797	804	830	857

Figure 3

WOMEN AS A PERCENTAGE OF ALL STAFF BY REGION AND YEAR

(June 1991-June 1995)

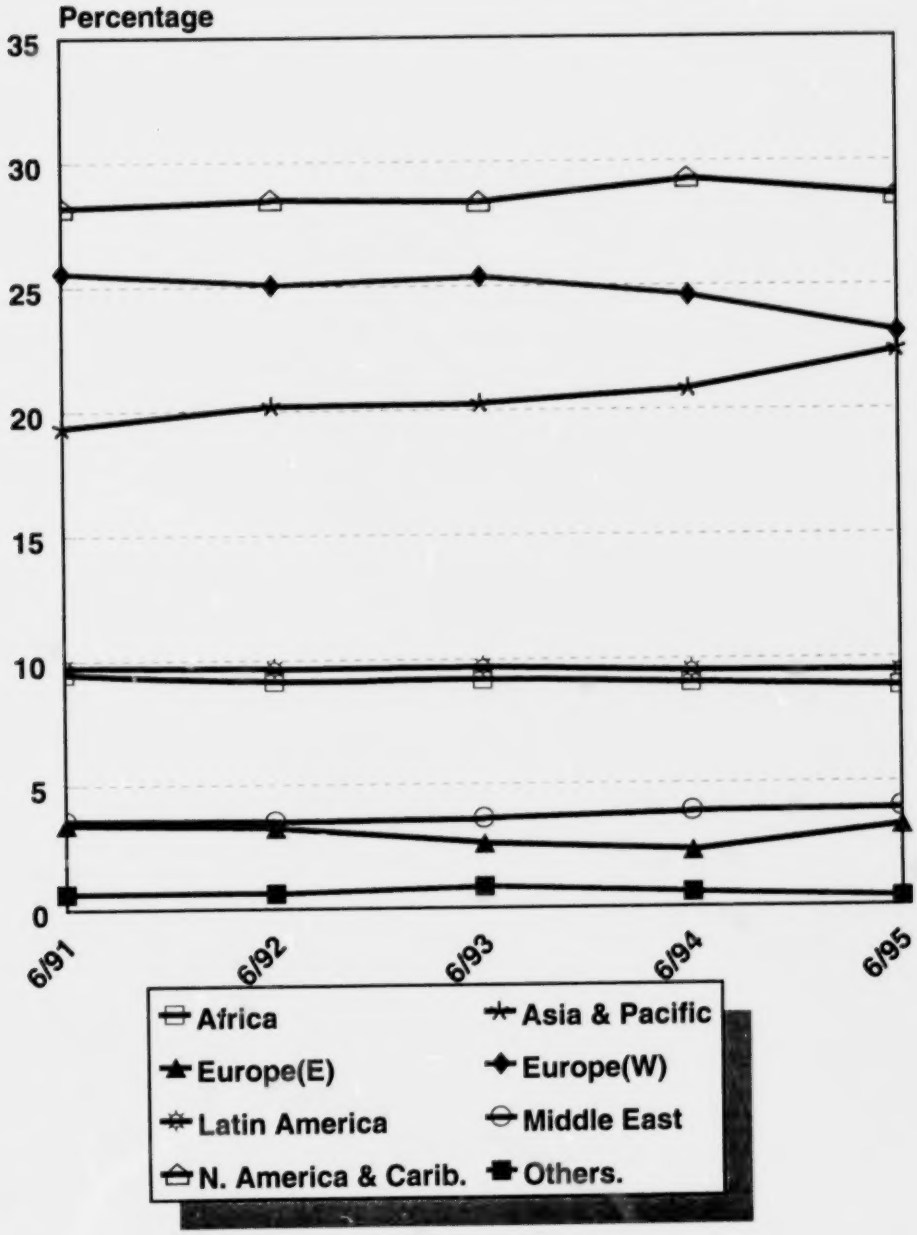


Figure 4

WOMEN AS A PERCENTAGE OF ALL WOMEN STAFF BY REGION AND YEAR

(June 1991-June 1995)

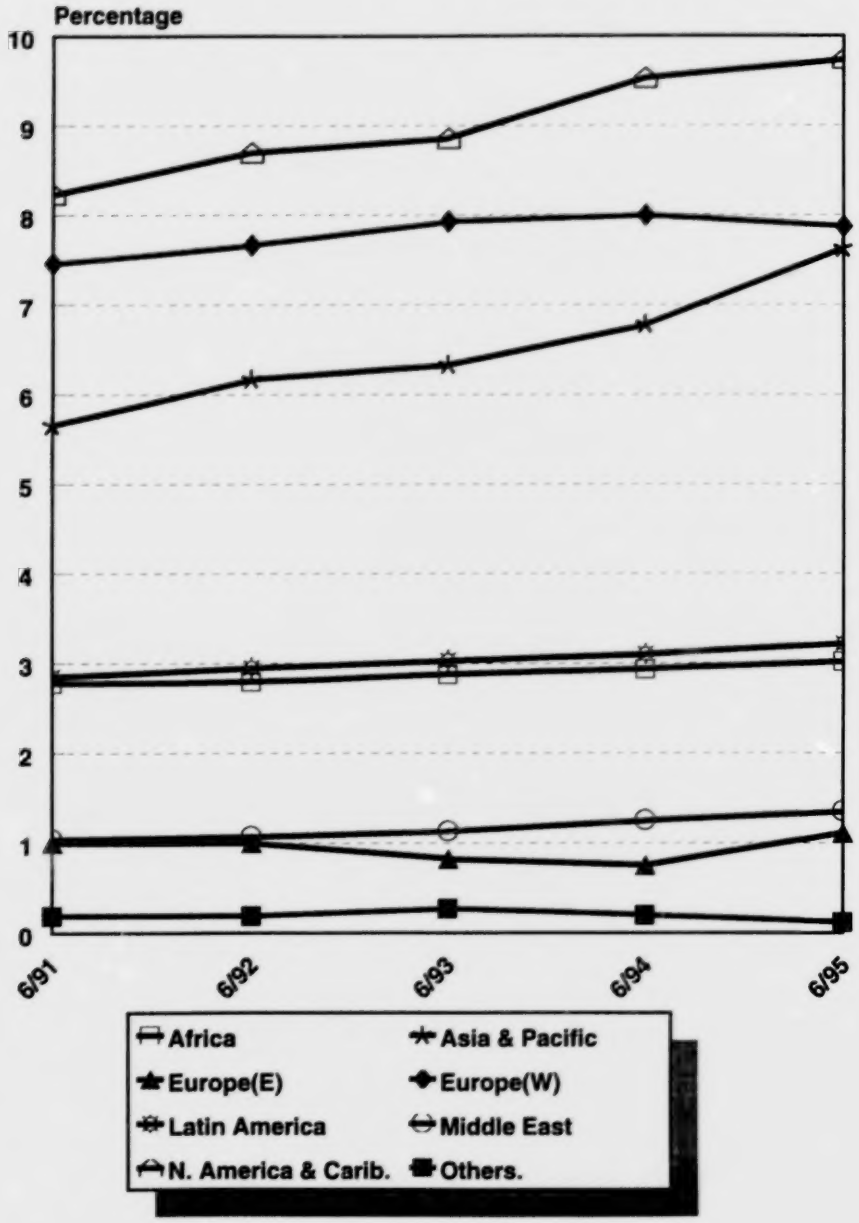


Table E

NUMBER AND PERCENTAGE OF WOMEN AT EACH LEVEL IN 1985 AND 1995 IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	Geographical posts				Language posts a/			
	1985		1995		1985		1995	
Level	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage
USG	-	-	2	10.0	-	-	-	-
ASG	4	13.3	2	14.3	-	-	-	-
D-2	3	3.3	14	19.4	-	-	-	-
D-1	22	8.5	39	17.2	-	-	-	-
P-5	43	7.5	136	28.3	39	26.5	39	30.0
P-4	166	20.1	234	33.7	122	35.1	126	35.3
P-3	260	32.1	250	39.7	113	34.1	121	33.8
P-2	199	43.9	180	47.6	53	29.0	31	57.4
P-1	19	54.3	-	-	-	-	-	-
Total	716	23.1	857	34.1	327	30.5	317	35.3

a/ Language posts are from P-1 to P-5 only.

32. The number, sex, nationality and level of the staff appointed to geographical posts during the reporting period are shown in table 6 of annex I. Information on the appointment of men and women is also contained in table F.

33. Additional information on the representation of women can be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat.

Table F

NUMBER OF APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BETWEEN 1 JULY 1994 AND 30 JUNE 1995 BY SEX, INDICATING THE PERCENTAGE OF TOTAL APPOINTMENTS AND THE NUMBER OF NATIONALITIES APPOINTED AT EACH LEVEL

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	0	0.0	0	4	100.0	4
ASG	0	0.0	0	1	100.0	1
D-2	0	0.0	0	2	100.0	2
D-1	2	40.0	2	3	60.0	3
P-5	3	42.9	3	4	57.1	4
P-4	7	33.3	5	14	66.6	8
P-3	18	46.2	13	21	53.8	16
P-2	30	53.6	17	26	46.4	17
P-1	0	0.0	0	0	0.0	0
Total	60	44.4	33 a/	75	55.6	37 a/

a/ Appointments of staff of some nationalities have been made at more than one level.

G. Recruitment activities

Appointments to posts subject to geographical distribution during the period from 1 July 1994 to 30 June 1995

34. In resolution 45/239 A, the General Assembly urged the Secretary-General, when making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges.

35. During the reporting period (1 July 1994-30 June 1995), 135 appointments were made to posts subject to geographical distribution. 2/ Of these, 8 or 5.9 per cent, were of nationals of unrepresented Member States; 37 or 27.4 per cent, were of nationals of underrepresented Member States; 82 or 60.7 per cent, were of nationals of within-range Member States; 8 or 5.9 per cent, were of nationals of overrepresented Member States. 3/ Further details concerning the number and levels of these appointments can be found below and in table 6 in annex I to the present report.

National competitive examinations

36. Appointments to posts subject to geographical distribution during the reporting period included those of 54 candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels. They were selected through examinations held in the Bahamas, Cape Verde, Croatia, Estonia, Finland, Germany, Indonesia, Italy, Japan, Latvia, Lithuania, Mongolia, Namibia, Nicaragua, Portugal, the Republic of Korea, Saudi Arabia, Spain, the United States of America and Viet Nam.

37. These appointments account for 40 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 24 women, representing 44.4 per cent of the appointments.

38. Eight candidates (six women and two men) were recruited at the P-1 and P-2 levels outside the context of national competitive examinations.

39. Competitive examinations for posts at the P-2 and P-3 levels were also held in Armenia, Botswana, Dominica, Gabon, Germany, Japan, Papua New Guinea, Paraguay, Rwanda, Saint Kitts and Nevis, Swaziland and Venezuela. A number of successful candidates in these examinations are under recruitment.

Recruitment of women

40. Between 1 July 1994 and 30 June 1995, 60 women were appointed to posts subject to geographical distribution, representing 44.4 per cent of the 135 appointments made during the reporting period. Women from developing countries accounted for 25 appointments, that is to say, 41.7 per cent of the 60 appointments of women made during the reporting period.

Notes

1/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

2/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

3/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1994, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/49/527). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

Annex I

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Table 1

TOTAL PROFESSIONAL AND HIGHER-LEVEL STAFF OF THE SECRETARIAT

HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE

BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1995)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
GEOGRAPHICAL a/	394	448	242	572	208	127	508	16	2 515
LANGUAGE b/	120	135	154	251	82	39	107	11	899
MISSION c/	49	55	29	84	15	9	62	5	308
UNEP d/	62	49	17	90	24	8	30	3	283
INTER-AGENCY e/	-	1	-	3	1	-	4	1	10
P.RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	3	-	-	4	1	-	3	-	11
ON LEAVE h/	2	3	5	14	1	1	5	-	31
SECONDED i/	2	4	-	22	8	-	8	1	45
TOTAL	632	696	447	1 040	341	184	727	37	4 104

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, UNCHS or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to UNDP or other United Nations bodies.

Table 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY OFFICE AND REGION

(AS AT 30 JUNE 1995)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	319	282	145	297	95	51	372	2	1 563
ECE	1	6	30	40	2	1	11	1	92
ESCAP	1	6	4	31	73	2	23	-	140
ECLAC	1	88	8	17	1	1	19	-	135
ECA	7	3	2	2	1	37	6	3	81
ESCWA	8	13	13	43	4	4	14	1	100
UNCTAD b/	9	9	13	35	6	1	24	-	97
UNEP/UNCHS b/	30	25	22	70	19	19	20	8	213
UNOG c/	10	7	2	19	4	6	12	1	61
UNDV/UNDCP	8	9	3	18	3	5	7	-	53
TOTAL	394	448	242	572	208	127	508	16	2 515

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Coordinator, the Centre for Human Rights and the Conference on Disarmament in Geneva.

Table 3

STAFF BY REGION, LEVEL AND SEX
(AS AT 30 JUNE 1995)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	—	2	1	3	1	11	4	45	11	76	20	87	24	68	15	26			76 19.3	318 80.7	394
ASIA AND THE PACIFIC	—	4	—	2	1	6	7	30	20	41	52	64	59	68	53	41			192 42.9	256 57.1	448
EASTERN EUROPE	—	1	—	—	1	5	—	12	1	25	8	76	9	69	9	26			28 11.6	214 88.4	242
WESTERN EUROPE	—	7	—	1	5	18	10	42	30	79	43	92	67	88	43	47			198 34.6	374 65.4	572
LATIN AMERICA	—	2	1	2	—	5	4	12	15	32	22	27	19	20	20	27			81 38.9	127 61.1	208
MIDDLE EAST	—	1	—	3	2	1	3	15	9	20	6	32	8	11	6	10			34 26.8	93 73.2	127
NORTH AMERICA AND THE CARIBBEAN	2	1	—	1	4	12	10	31	48	66	83	76	64	55	34	21			245 48.2	263 51.8	508
OTHERS	—	—	—	—	—	—	1	1	2	6	—	6	—	—	—	—			3 18.8	13 81.3	16
SUBTOTAL a/	2 10.0	18 90.0	2 14.3	12 85.7	14 19.4	58 80.6	39 17.2	188 82.8	136 28.3	345 71.7	234 33.7	460 66.3	250 39.7	379 60.3	180 47.6	198 52.4	0.0	0.0	857 34.1	1658 65.9	2 515
TOTAL	20		14		72		227		481		894		629		378				2 515		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	2	15	7	48	11	34	3	2			23 19.2	97 80.8	120
ASIA AND THE PACIFIC	3	14	9	36	15	52	4	2			31 23.0	104 77.0	135
EASTERN EUROPE	—	13	2	50	2	83	—	4			4 2.6	150 97.4	154
WESTERN EUROPE	19	26	62	59	42	23	12	8			135 53.8	116 46.2	251
LATIN AMERICA	7	9	19	13	14	13	4	3			44 53.7	38 46.3	82
MIDDLE EAST	1	6	2	8	6	14	1	1			10 25.6	29 74.4	39
NORTH AMERICA AND THE CARIBBEAN	7	7	21	17	29	16	7	3			64 59.8	43 40.2	107
OTHERS	—	1	4	2	2	2	—	—			6 54.5	5 45.5	11
SUBTOTAL a/	39 30.0	91 70.0	126 35.3	231 64.7	121 33.8	237 66.2	31 57.4	23 42.6	0.0	0.0	317 35.3	582 64.7	899
TOTAL	130		357		358		54		0		899		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	2 10.0	18 90.0	2 14.3	12 85.7	14 19.4	58 80.6	39 17.2	188 82.8	175 28.6	436 71.4	360 34.3	691 65.7	371 37.6	616 62.4	211 48.8	221 51.2	0.0	0.0	1 174 34.4	2 240 65.6	3 414
	20		14		72		227		611		1 051		987		432				3 414		

a/ Percentages are given beneath each row and column total.

/...

Table 4

A STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL

(showing number of women)

(as at 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
MEMBER STATE													
Afghanistan	8	-	-	-	-	4	3	1	-	-	8	6.42	2-14
Albania	1	-	-	-	-	-	-	1	-	-	1	6.07	2-14
Algeria	17 (2)	-	-	2 (1)	3	9 (2)	1	1	-	-	16 (3)	8.87	4-14
Andorra	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Angola	1	-	-	-	-	-	1	-	-	-	1	6.24	2-14
Antigua and Barbuda	2 (2)	-	-	-	-	1 (1)	-	1 (1)	1 (1)	-	3 (3)	5.99	2-14
Argentina	25 (9)	-	-	2	3	7 (2)	6 (5)	2 (1)	3 (2)	-	23 (10)	13.80	9-19
Armenia	0	-	-	-	-	-	-	-	-	-	0	7.12	2-14
Australia	30 (13)	-	-	-	6 (1)	7 (3)	8 (4)	8 (3)	3 (2)	-	32 (13)	27.95	23-33
Austria	19 (10)	-	-	-	1 (1)	7 (2)	4 (1)	5 (3)	2 (2)	-	19 (9)	18.66	14-23
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	8.40	4-14
Bahamas	1 (1)	-	-	-	-	1 (1)	-	-	4 (3)	-	5 (4)	8.14	2-14
Bahrain	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	8.15	2-14
Bangladesh	14	-	-	-	2	7	2	1	1	-	13	8.83	4-14
Barbados	6 (4)	-	-	-	-	2 (1)	3 (2)	-	-	-	5 (3)	5.99	2-14
Belarus	13	-	-	-	-	1	6	4	1	-	12	11.58	7-16
Belgium	26 (7)	-	-	1	1	8 (2)	4 (2)	4 (2)	2	-	20 (6)	20.79	16-26
Belize	3 (2)	-	-	-	-	-	-	1 (1)	1	-	2 (1)	5.99	2-14
Benin	5	-	-	-	1	1	2	2	-	-	6	6.11	2-14
Bhutan	4	-	-	-	-	-	1	2	1	-	4	6.03	2-14
Bolivia	5 (1)	-	-	-	1	1	-	3 (1)	-	-	5 (1)	6.16	2-14
Bosnia and Herzegovina	1 (1)	-	-	-	-	-	-	-	-	-	0 0	6.23	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.02	2-14
Brazil	36 (13)	-	-	-	1 (1)	7 (3)	5 (2)	8 (3)	13 (5)	-	34 (14)	33.63	29-39
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	6.14	2-14
Bulgaria	8	-	-	-	1	1	2	4	-	-	8	7.53	3-14
Burkina Faso	8 (1)	-	-	1	1	3	1	1 (1)	1	-	8 (1)	6.22	2-14
Burundi	11 (2)	-	-	-	-	1	4 (1)	1	4 (1)	-	10 (2)	6.13	2-14
Cambodia	2 (0)	-	-	-	1	-	1	1 (1)	-	-	3 (1)	6.21	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
Cameroon	14 (3)	-	-	-	1	2	8	5 (2)	1 (1)	-	15 (3)	8.29	2-14
Canada	53 (20)	1 (1)	-	-	5 (1)	13 (2)	19 (5)	12 (7)	3 (2)	-	53 (18)	52.14	44-60
Cape Verde	1	-	-	-	-	-	1	-	2	-	3	5.99	2-14
Central African Republic	4	-	-	-	-	-	1	1	1	-	3	6.06	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	6.14	2-14
Chile	29 (12)	-	-	3	3	5 (4)	3 (1)	3 (2)	12 (5)	-	29 (12)	7.31	3-14
China	44 (17)	1	-	1	7 (1)	12 (6)	14 (8)	10 (3)	1 (1)	-	46 (19)	46.02	39-53
Colombia	7 (1)	-	-	-	-	4	1	2 (1)	-	-	7 (1)	8.31	4-14
Comoros	2	-	-	-	-	-	-	1	-	-	1	6.00	2-14
Congo	4	-	-	-	-	1	2	1	-	-	4	6.05	2-14
Costa Rica	3 (1)	-	-	-	-	1	-	1 (1)	1	-	3 (1)	6.06	2-14
Côte d'Ivoire	12 (2)	-	-	-	-	1	3	6 (1)	-	-	10 (1)	6.31	2-14
Croatia	2 (2)	-	-	1 (1)	-	-	1 (1)	-	3 (2)	-	5 (4)	7.43	3-14
Cuba	10 (3)	-	-	-	-	-	3 (1)	3 (1)	4 (1)	-	10 (3)	7.15	2-14
Cyprus	5	-	1	-	3	1	-	-	1	-	6	6.30	2-14
Czech Republic	7 (1)	-	-	-	-	1	5 (2)	2 (1)	2	-	10 (3)	10.84	6-16
Democratic People's Republic of Korea	0	-	-	-	-	-	-	-	-	-	0	7.00	2-14
Denmark	14 (4)	1	-	-	-	4 (1)	4 (2)	4 (1)	-	-	13 (4)	16.36	12-21
Djibouti	1	-	-	-	-	-	-	-	1	-	1	6.00	2-14
Dominica	1 (0)	-	-	-	-	1	-	1 (1)	-	-	2 (1)	5.99	2-14
Dominican Republic	7 (3)	-	-	-	-	1	3 (2)	1	-	-	5 (2)	6.17	2-14
Ecuador	5 (1)	1	-	-	-	2 (1)	-	1	1	-	5 (1)	6.40	2-14
Egypt	17 (4)	1	-	-	4 (2)	5	1	1	2 (1)	-	14 (3)	8.27	3-14
El Salvador	3	-	-	-	1	-	2	-	-	-	3	6.12	2-14
Equatorial Guinea	3	-	-	-	-	-	-	2	1	-	3	5.99	2-14
Eritrea	0	-	-	-	-	-	-	-	-	-	0	6.07	2-14
Estonia	0 (0)	-	-	-	-	-	-	-	3 (1)	-	3 (1)	6.62	2-14
Ethiopia	26 (6)	-	-	-	-	4	4 (1)	10 (3)	10 (3)	-	28 (7)	7.26	2-14
Fiji	4 (1)	-	-	-	3	-	1 (1)	-	-	-	4 (1)	6.00	2-14
Finland	12 (5)	-	-	1	-	-	4 (2)	6 (4)	-	-	11 (6)	15.02	10-20

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
France	109 (41)	2	-	7 (2)	10 (3)	18 (4)	28 (13)	28 (10)	8 (5)	-	99 (37)	101.11	86-116
Gabon	2	-	-	-	-	-	-	1	1	-	2	6.01	2-14
Gambia	7 (1)	-	1	-	3	1	2 (1)	-	-	-	7 (1)	6.01	2-14
Georgia	2	-	-	-	-	-	1	2	-	-	3	8.35	4-14
Germany	126 (39)	1	-	3 (2)	9 (1)	23 (8)	29 (5)	40 (16)	16 (7)	-	121 (37)	140.60	120-162
Ghana	11 (1)	1	-	-	2	3	2 (2)	1	-	-	9 (2)	6.39	2-14
Greece	10 (4)	-	-	-	1	1 (1)	3 (2)	4 (1)	1 (1)	-	10 (5)	11.59	7-16
Grenada	2	-	-	-	-	-	-	1	1	-	2	5.99	2-14
Guatemala	7 (1)	1	-	-	-	2	2 (1)	1	1	-	7 (1)	6.38	2-14
Guinea	7 (1)	-	1	1	-	1	2	2 (1)	-	-	7 (1)	6.14	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	6.01	2-14
Guyana	15 (8)	-	-	1	2	5 (4)	6 (4)	1	1 (1)	-	16 (9)	6.01	2-14
Haiti	6 (4)	-	1	-	2 (1)	1 (1)	1 (1)	-	1 (1)	-	6 (4)	6.16	2-14
Honduras	3	-	-	-	-	-	-	1	1	-	2	6.12	2-14
Hungary	5 (1)	-	-	-	-	-	1 (1)	2	3	-	6 (1)	8.32	4-14
Iceland	9 (1)	-	-	-	2	1	1	1	3	-	8 0	6.29	2-14
India	40 (11)	2	-	-	2	4 (1)	10 (5)	16 (5)	7 (1)	-	41 (12)	32.23	27-37
Indonesia	5 (2)	1	-	1	1	1	-	1 (1)	3 (1)	-	8 (2)	12.58	8-17
Iran (Islamic Republic of)	18 (8)	-	1	1	4 (2)	3 (2)	6 (3)	4 (1)	-	-	19 (8)	16.18	11-21
Iraq	10 (1)	1	-	-	3	3 (1)	3	-	1	-	11 (1)	8.40	4-14
Ireland	12 (4)	-	1	-	1	3	3 (2)	2 (1)	1	-	11 (3)	8.89	4-14
Israel	14 (5)	-	-	-	1	1 (1)	3 (1)	3 (2)	6 (1)	-	14 (5)	9.83	5-15
Italy	68 (25)	1	-	3	5 (1)	10 (4)	11 (3)	14 (5)	19 (10)	-	63 (23)	78.38	67-90
Jamaica	17 (7)	-	-	2 (1)	1	-	3 (1)	7 (3)	3 (2)	-	16 (7)	6.04	2-14
Japan	91 (48)	-	1	1 (1)	3 (1)	5 (2)	26 (10)	32 (17)	33 (23)	-	101 (54)	216.06	184-248
Jordan	13 (1)	-	-	-	1	1	7	4 (1)	1 (1)	-	14 (2)	6.11	2-14
Kazakstan	0	-	-	-	-	-	-	-	-	-	0	10.12	5-15
Kenya	13 (2)	-	-	-	3	3	4 (1)	1	1 (1)	-	12 (2)	6.68	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
Kuwait	0	-	-	-	-	-	-	-	-	-	0	8.84	4-14
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	6.54	2-14
Lao People's Democratic Republic	1	-	-	-	-	1	-	-	-	-	1	6.10	2-14
Latvia	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	7.39	3-14
Lebanon	20 (6)	-	1	-	1	6 (1)	3	4 (3)	2 (1)	-	17 (5)	6.05	2-14
Lesotho	7 (5)	-	-	-	-	1 (1)	2 (1)	3 (2)	1 (1)	-	7 (5)	6.03	2-14
Liberia	8 (3)	-	-	-	-	3 (1)	2 (1)	3 (1)	-	-	8 (3)	6.05	2-14
Libyan Arab Jamahiriya	6 (1)	-	-	-	2 (1)	1	3	-	-	-	6 (1)	9.07	4-14
Liechtenstein	1 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	5.99	2-14
Lithuania	0 (0)	-	-	-	-	-	-	-	3 (2)	-	3 (2)	7.56	3-14
Luxembourg	4 (1)	-	-	-	-	-	-	2 (1)	1	-	3 (1)	6.89	2-14
Madagascar	9 (1)	-	-	-	-	1	6 (1)	-	1	-	8 (1)	6.33	2-14
Malawi	10 (1)	-	-	-	1	4 (1)	2	3	-	-	10 (1)	6.21	2-14
Malaysia	14 (3)	-	-	-	2	5	4 (3)	1	-	-	12 (3)	8.39	4-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Mali	10	-	-	-	-	2	4	3	1	-	10	6.24	2-14
Malta	5	-	-	1	3	1	-	-	-	-	5	5.99	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Mauritania	6	-	-	1	-	1	-	3	-	-	5	6.04	2-14
Mauritius	9	-	-	2	1	3	2	1	-	-	9	6.01	2-14
Mexico	28 (13)	-	1 (1)	-	1 (1)	7 (1)	8 (3)	6 (4)	5 (3)	-	28 (13)	19.57	15-24
Micronesia (Federated States of)	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Monaco	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Mongolia	1 (1)	-	-	-	-	-	-	1 (1)	2 (1)	-	3 (2)	6.04	2-14
Morocco	10 (4)	-	-	-	3	2 (1)	3 (1)	1 (1)	-	-	9 (3)	6.93	2-14
Mozambique	0	-	-	-	-	-	-	-	-	-	0	8.37	2-14
Myanmar	6 (0)	-	-	-	1 (1)	1	3	2	-	-	7 (1)	7.08	2-14
Namibia	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.02	2-14
Nepal	7	-	-	-	-	1	5	1	-	-	7	6.50	2-14
Netherlands	35 (5)	-	-	1 (1)	2	5	7 (1)	11 (1)	6 (3)	-	32 (6)	29.68	25-34

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
New Zealand	12 (5)	-	-	-	3 (2)	-	3 (1)	-	4 (2)	-	10 (5)	9.49	5-14
Nicaragua	6 (4)	-	-	-	-	2 (1)	1	-	4 (3)	-	7 (4)	6.09	2-14
Niger	5 (3)	-	-	-	1 (1)	2 (1)	-	1	1 (1)	-	5 (3)	6.19	2-14
Nigeria	16 (1)	-	-	1	2	6	3	4 (2)	1	-	17 (2)	10.81	6-16
Norway	11 (6)	-	-	-	-	-	-	6 (2)	2 (2)	-	8 (4)	14.11	9-19
Oman	2 (1)	-	-	-	2 (1)	-	-	-	-	-	2 (1)	6.48	2-14
Pakistan	13 (3)	-	1	2	1	2 (1)	5 (1)	3 (1)	1 (1)	-	15 (4)	9.76	5-15
Palau	0	-	-	-	-	-	-	-	-	-	0	5.84	2-14
Panama	1	-	-	-	-	-	-	1	-	-	1	6.05	2-14
Papua New Guinea	2	-	-	-	-	-	-	2	-	-	2	6.08	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	6.10	2-14
Peru	17 (6)	-	1	-	1 (1)	4	5 (2)	3 (3)	1	-	15 (6)	7.29	2-14
Philippines	70 (39)	-	-	-	1 (1)	9 (4)	24 (14)	25 (15)	12 (7)	-	71 (41)	8.35	4-14
Poland	14 (0)	-	-	1	-	2	7	3 (1)	1	-	14 (1)	12.43	8-17
Portugal	5 (2)	-	-	-	-	1 (1)	1 (1)	1	3 (1)	-	6 (3)	9.64	5-14
Qatar	1	-	-	-	-	-	-	1	-	-	1	6.44	2-14
Republic of Korea	6 (3)	-	-	1	-	-	-	1	11 (5)	-	13 (5)	18.80	14-24
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	0	7.58	3-14
Romania	4	-	-	1	-	-	1	-	2	-	4	8.63	4-14
Russian Federation	138 (13)	1	-	1	9	17 (1)	51 (4)	46 (5)	9 (3)	-	134 (13)	93.84	80-108
Rwanda	3 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.17	2-14
Saint Kitts and Nevis	2 (2)	-	-	-	-	-	-	1 (1)	2 (2)	-	3 (3)	5.99	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	2 (1)	-	-	3 (1)	5.99	2-14
Saint Vincent and the Grenadines	3 (1)	-	-	-	-	-	1	1	2 (1)	-	4 (1)	5.99	2-14
Samoa	2	-	-	-	-	-	-	2	-	-	2	5.99	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Sao Tome and Principe	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Saudi Arabia	5 (5)	-	-	1 (1)	-	1 (1)	1 (1)	1 (1)	3 (1)	-	7 (5)	18.14	13-23
Senegal	15 (8)	-	1	1	-	2 (1)	3 (1)	7 (3)	1 (1)	-	15 (6)	6.19	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
Seychelles	2	-	-	-	-	-	1	1	-	-	2	5.99	2-14
Sierra Leone	13 (3)	-	-	-	3	3	5 (2)	1	-	-	12 (2)	6.09	2-14
Singapore	11 (7)	-	-	-	1	4 (3)	2 (1)	3 (2)	-	-	10 (6)	7.99	3-14
Slovakia	4	-	-	-	-	-	-	3	2	-	5	7.45	3-14
Slovenia	1	-	-	-	-	1	-	-	-	-	1	6.93	2-14
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Somalia	8 (2)	-	-	-	1	2	3 (2)	2	-	-	8 (2)	6.21	2-14
South Africa	11 (3)	-	-	-	-	-	2 (1)	4 (1)	1	-	7 (2)	11.86	7-17
Spain	31 (13)	-	-	1	2	2 (2)	10 (1)	9 (8)	12 (5)	-	36 (14)	40.07	34-46
Sri Lanka	9 (2)	-	-	1	2	-	-	3 (2)	3 (1)	-	9 (3)	6.42	2-14
Sudan	8	-	-	-	1	2	3	1	1	-	8	6.68	2-14
Suriname	2 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.00	2-14
Swaziland	3 (1)	-	-	-	-	-	-	3 (1)	-	-	3 (1)	6.01	2-14
Sweden	24 (7)	1	-	1	1 (1)	8 (2)	7 (3)	3 (3)	2	-	23 (9)	24.17	19-29
Syrian Arab Republic	7 (0)	-	-	-	-	2	3	1	1 (1)	-	7 (1)	6.91	2-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	6.42	2-14
Thailand	30 (17)	-	-	-	1	2	6 (4)	10 (7)	11 (7)	-	30 (18)	9.21	4-14
The former Yugoslav Republic of Macedonia	0	-	-	-	-	-	-	-	-	-	0	6.04	2-14
Togo	4	-	-	-	1	-	2	-	1	-	4	6.08	2-14
Trinidad and Tobago	20 (10)	-	-	-	1	2 (2)	9 (5)	3	4 (3)	-	19 (10)	6.46	2-14
Tunisia	17 (1)	-	-	2	4	5 (1)	3	-	1	-	15 (1)	6.49	2-14
Turkey	12 (3)	-	-	1 (1)	1	5 (2)	3	-	-	-	10 (3)	12.37	8-17
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	6.53	2-14
Uganda	14 (4)	-	-	1	4	2 (1)	4 (1)	1 (1)	2 (2)	-	14 (5)	6.48	2-14
Ukraine	22 (1)	-	-	1	1	2	8	9 (1)	1	-	22 (1)	29.10	24-34
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	6.89	4-14
United Kingdom of Great Britain and Northern Ireland a/	83 (30)	1	-	4	14 (3)	19 (5)	19 (5)	15 (11)	11 (6)	-	83 (30)	85.53	73-98
United Republic of Tanzania	19 (6)	-	1 (1)	-	4	3 (1)	4 (1)	3 (2)	-	-	15 (5)	6.68	2-14
United States of America	385 (184)	2 (1)	1	13 (3)	32 (9)	89 (37)	117 (66)	88 (49)	33 (19)	-	375 (184)	383.45	328-441

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
Uruguay	9 (2)	-	-	-	2	2 (1)	3 (1)	1	-	-	8 (2)	6.51	2-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	9.20	4-14
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	5.99	2-14
Venezuela	8 (4)	-	-	-	1	1 (1)	5 (3)	1 (1)	-	-	8 (5)	12.29	7-17
Viet Nam	3 (1)	-	-	-	-	-	1	2 (1)	1 (1)	-	4 (2)	7.74	3-14
Yemen	9 (1)	-	-	-	2	2 (1)	5	-	-	-	9 (1)	6.29	2-14
Yugoslavia	9 (0)	-	-	1	1	1	1	2 (1)	4	-	10 (1)	7.73	3-14
Zaire	15 (2)	-	-	-	1	3	7 (1)	3 (1)	-	-	14 (2)	7.00	2-14
Zambia	9 (0)	-	-	-	1	2	2	3	1 (1)	-	9 (1)	6.21	2-14
Zimbabwe	7 (1)	-	-	-	1	1	3 (1)	2	-	-	7 (1)	6.25	2-14
SUBTOTAL	415 (825)	20 (2)	14 (2)	72 (14)	225 (38)	473 (134)	688 (234)	629 (250)	378 (180)	-	2 499 (854)	359.47	306-413
OTHERS													
Stateless	5 (1)	-	-	-	-	2	2	-	-	-	4 0		
Switzerland	13 (3)	-	-	-	2 (1)	6 (2)	4	-	-	-	12 (3)		
SUBTOTAL	22 (5)	-	-	-	2 (1)	8 (2)	6	-	-	-	16 (3)		
TOTAL	2 550 (830)	20 (2)	14 (2)	72 (14)	227 (39)	481 (136)	694 (234)	629 (250)	378 (180)	-	2 515 (857)		

a/ Includes 9 staff members from Hong Kong.

B. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND LEVEL

(showing number of women)

(as at 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95	MID-POINT	DESIRABLE RANGE
AFRICA	415 (75)	2	4 (1)	12 (1)	49 (4)	87 (11)	107 (20)	92 (24)	41 (15)	-	394 (76)	359.47	306-413
ASIA AND THE PACIFIC	421 (173)	4	2	7 (1)	37 (7)	81 (20)	116 (52)	127 (59)	94 (53)	-	448 (192)	514.70	437-592
EASTERN EUROPE	231 (19)	1	-	6 (1)	12	26 (1)	84 (8)	78 (9)	35 (9)	-	242 (28)	354.27	301-407
WESTERN EUROPE	604 (204)	7	1	23 (5)	52 (10)	109 (30)	135 (43)	155 (67)	90 (43)	-	572 (198)	621.51	528-715
LATIN AMERICA	218 (79)	2	3 (1)	5	18 (4)	47 (15)	49 (22)	39 (19)	47 (20)	-	208 (81)	196.20	167-225
MIDDLE EAST	125 (32)	1	3	3 (2)	18 (3)	29 (9)	38 (6)	19 (8)	16 (6)	-	127 (34)	144.66	123-166
NORTH AMERICA AND THE CARIBBEAN	514 (243)	3 (2)	1	16 (4)	41 (10)	114 (48)	159 (83)	119 (64)	55 (34)	-	508 (245)	509.85	433-586
OTHERS	22 (5)	-	-	-	2 (1)	8 (2)	6	-	-	-	16 (3)		
TOTAL	2 550 (830)	20 (2)	14 (2)	72 (14)	227 (39)	481 (136)	694 (234)	629 (250)	378 (180)	-	2 515 (857)		

Table 5

A STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT

(as at 30 June 1994 and 30 June 1995)

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATE										
Afghanistan	7	-	1	8	12.5	7	-	1	8	12.5
Albania	-	-	1	1	100.0	-	-	1	1	100.0
Algeria	14	-	3	17	17.6	14	-	2	16	12.5
Andorra	-	-	-	-	0.0	-	-	-	-	0.0
Angola	1	-	-	1	0.0	1	-	-	1	0.0
Antigua and Barbuda	2	-	-	2	0.0	3	-	-	3	0.0
Argentina	20	-	5	25	20.0	18	-	5	23	21.7
Armenia	-	-	-	-	0.0	-	-	-	-	0.0
Australia	21	5	4	30	13.3	24	-	8	32	25.0
Austria	15	-	4	19	21.1	16	-	3	19	15.8
Azerbaijan	-	-	-	-	0.0	-	-	-	-	0.0
Bahamas	1	-	-	1	0.0	1	4	-	5	0.0
Bahrain	-	-	-	-	0.0	-	-	1	1	100.0
Bangladesh	11	-	3	14	21.4	9	-	4	13	30.8
Barbados	5	-	1	6	16.7	5	-	-	5	0.0
Belarus	7	-	6	13	46.2	9	-	3	12	25.0
Belgium	19	-	7	26	26.9	18	-	2	20	10.0
Belize	3	-	-	3	0.0	2	-	-	2	0.0
Benin	3	-	2	5	40.0	3	-	3	6	50.0
Bhutan	3	-	1	4	25.0	4	-	-	4	0.0
Bolivia	4	-	1	5	20.0	4	-	1	5	20.0
Bosnia and Herzegovina	-	-	1	1	100.0	-	-	-	-	0.0
Botswana	-	-	1	1	100.0	-	-	1	1	100.0
Brazil	23	5	8	36	22.2	24	2	8	34	23.5
Brunei Darussalam	-	-	-	-	0.0	-	-	-	-	0.0
Bulgaria	6	-	2	8	25.0	6	-	2	8	25.0
Burkina Faso	4	-	4	8	50.0	4	-	4	8	50.0
Burundi	8	1	2	11	18.2	9	-	1	10	10.0
Cambodia	2	-	-	2	0.0	2	-	1	3	33.3
Cameroon	6	-	8	14	57.1	7	-	8	15	53.3
Canada	34	1	18	53	34.0	33	-	20	53	37.7
Cape Verde	1	-	-	1	0.0	1	2	-	3	0.0
Central African Republic	3	1	-	4	0.0	3	-	-	3	0.0
Chad	3	-	-	3	0.0	3	-	-	3	0.0
Chile	27	-	2	29	6.9	28	-	1	29	3.4
China	26	-	18	44	40.9	26	-	20	46	43.5
Colombia	5	-	2	7	28.6	5	-	2	7	28.6
Comoros	2	-	-	2	0.0	1	-	-	1	0.0

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
Congo	4	-	-	4	0.0	4	-	-	4	0.0
Costa Rica	1	1	1	3	33.3	2	-	1	3	33.3
Côte d'Ivoire	11	-	1	12	8.3	10	-	-	10	0.0
Croatia	1	-	1	2	50.0	1	2	2	5	40.0
Cuba	8	-	2	10	20.0	8	-	2	10	20.0
Cyprus	4	-	1	5	20.0	4	-	2	6	33.3
Czech Republic	1	1	5	7	71.4	3	2	5	10	50.0
Democratic People's Republic of Korea	-	-	-	-	0.0	-	-	-	-	0.0
Denmark	11	-	3	14	21.4	9	-	4	13	30.8
Djibouti	-	-	1	1	100.0	-	-	1	1	100.0
Dominica	-	-	1	1	100.0	-	-	2	2	100.0
Dominican Republic	6	-	1	7	14.3	5	-	-	5	0.0
Ecuador	3	-	2	5	40.0	3	-	2	5	40.0
Egypt	7	-	10	17	58.8	7	-	7	14	50.0
El Salvador	3	-	-	3	0.0	3	-	-	3	0.0
Equatorial Guinea	3	-	-	3	0.0	3	-	-	3	0.0
Eritrea	-	-	-	-	0.0	-	-	-	-	0.0
Estonia	-	-	-	-	0.0	-	3	-	3	0.0
Ethiopia	23	-	3	26	11.5	24	-	4	28	14.3
Fiji	2	-	2	4	50.0	2	-	2	4	50.0
Finland	5	2	5	12	41.7	4	3	4	11	36.4
France	86	-	23	109	21.1	80	-	19	99	19.2
Gabon	-	-	2	2	100.0	-	-	2	2	100.0
Gambia	6	-	1	7	14.3	5	-	2	7	28.6
Georgia	-	-	2	2	100.0	1	-	2	3	66.7
Germany	98	11	17	126	13.5	92	11	18	121	14.9
Ghana	8	-	3	11	27.3	5	-	4	9	44.4
Greece	9	-	1	10	10.0	10	-	-	10	0.0
Grenada	2	-	-	2	0.0	2	-	-	2	0.0
Guatemala	3	-	4	7	57.1	3	-	4	7	57.1
Guinea	4	-	3	7	42.9	4	-	3	7	42.9
Guinea-Bissau	-	-	1	1	100.0	-	-	1	1	100.0
Guyana	15	-	-	15	0.0	16	-	-	16	0.0
Haiti	5	-	1	6	16.7	5	-	1	6	16.7
Honduras	2	1	-	3	0.0	2	-	-	2	0.0
Hungary	3	-	2	5	40.0	3	-	3	6	50.0
Iceland	5	3	1	9	11.1	8	-	-	8	0.0
India	29	-	11	40	27.5	29	-	12	41	29.3
Indonesia	4	-	1	5	20.0	4	2	2	8	25.0

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
Iran (Islamic Republic of)	12	-	6	18	33.3	14	-	5	19	26.3
Iraq	7	-	3	10	30.0	8	-	3	11	27.3
Ireland	10	-	2	12	16.7	8	-	3	11	27.3
Israel	11	1	2	14	14.3	11	1	2	14	14.3
Italy	43	13	12	68	17.6	46	6	11	63	17.5
Jamaica	17	-	-	17	0.0	16	-	-	16	0.0
Japan	66	14	11	91	12.1	71	18	12	101	11.9
Jordan	8	-	5	13	38.5	8	-	6	14	42.9
Kazakstan	-	-	-	-	0.0				-	0.0
Kenya	8	-	5	13	38.5	9	-	3	12	25.0
Kuwait	-	-	-	-	0.0	-	-	-	-	0.0
Kyrgyzstan	-	-	-	-	0.0	-	-	-	-	0.0
Lao People's Democratic Republic	1	-	-	1	0.0	1	-	-	1	0.0
Latvia	-	-	-	-	0.0	-	1	-	1	0.0
Lebanon	15	-	5	20	25.0	13	-	4	17	23.5
Lesotho	6	-	1	7	14.3	6	-	1	7	14.3
Liberia	7	-	1	8	12.5	7	-	1	8	12.5
Libyan Arab Jamahiriya	5	-	1	6	16.7	5	-	1	6	16.7
Liechtenstein	-	1	-	1	0.0	-	1	-	1	0.0
Lithuania	-	-	-	-	0.0	-	3	-	3	0.0
Luxembourg	3	-	1	4	25.0	3	-	-	3	0.0
Madagascar	8	-	1	9	11.1	7	-	1	8	12.5
Malawi	7	-	3	10	30.0	7	-	3	10	30.0
Malaysia	13	-	1	14	7.1	11	-	1	12	8.3
Maldives	-	-	-	-	0.0	-	-	-	-	0.0
Mali	8	-	2	10	20.0	8	-	2	10	20.0
Malta	4	-	1	5	20.0	4	-	1	5	20.0
Marshall Islands	-	-	-	-	0.0	-	-	-	-	0.0
Mauritania	4	-	2	6	33.3	4	-	1	5	20.0
Mauritius	9	-	-	9	0.0	9	-	-	9	0.0
Mexico	21	-	7	28	25.0	21	-	7	28	25.0
Micronesia (Federated States of)	-	-	-	-	0.0	-	-	-	-	0.0
Monaco	-	-	-	-	0.0	-	-	-	-	0.0
Mongolia	1	-	-	1	0.0	1	2	-	3	0.0
Morocco	9	-	1	10	10.0	9	-	-	9	0.0
Mozambique	-	-	-	-	0.0	-	-	-	-	0.0
Myanmar	5	-	1	6	16.7	7	-	-	7	0.0
Namibia	-	-	-	-	0.0	-	1	-	1	0.0
Nepal	5	-	2	7	28.6	5	-	2	7	28.6

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
Netherlands	25	1	9	35	25.7	22	-	10	32	31.3
New Zealand	7	3	2	12	16.7	8	1	1	10	10.0
Nicaragua	2	4	-	6	0.0	5	1	1	7	14.3
Niger	2	-	3	5	60.0	2	-	3	5	60.0
Nigeria	10	-	6	16	37.5	10	-	7	17	41.2
Norway	11	-	-	11	0.0	8	-	-	8	0.0
Oman	2	-	-	2	0.0	2	-	-	2	0.0
Pakistan	5	-	8	13	61.5	6	-	9	15	60.0
Palau	-	-	-	-	0.0	-	-	-	-	0.0
Panama	1	-	-	1	0.0	1	-	-	1	0.0
Papua New Guinea	2	-	-	2	0.0	2	-	-	2	0.0
Paraguay	1	-	-	1	0.0	1	-	-	1	0.0
Peru	13	-	4	17	23.5	12	-	3	15	20.0
Philippines	68	-	2	70	2.9	69	-	2	71	2.8
Poland	2	-	12	14	85.7	3	-	11	14	78.6
Portugal	2	1	2	5	40.0	3	3	-	6	0.0
Qatar	-	-	1	1	100.0	-	-	1	1	100.0
Republic of Korea	-	5	1	6	16.7	1	10	2	13	15.4
Republic of Moldova	-	-	-	-	0.0	-	-	-	-	0.0
Romania	1	2	1	4	25.0	3	-	1	4	25.0
Russian Federation	48	1	89	138	64.5	58	1	75	134	56.0
Rwanda	1	-	2	3	66.7	-	-	1	1	100.0
Saint Kitts and Nevis	1	-	1	2	50.0	2	-	1	3	33.3
Saint Lucia	1	-	3	4	75.0	2	-	1	3	33.3
Saint Vincent and the Grenadines	2	1	-	3	0.0	2	1	1	4	25.0
Samoa	1	-	1	2	50.0	1	-	1	2	50.0
San Marino	-	-	-	-	0.0	-	-	-	-	0.0
Sao Tome and Principe	-	-	-	-	0.0	-	-	-	-	0.0
Saudi Arabia	4	1	-	5	0.0	4	3	-	7	0.0
Senegal	9	-	6	15	40.0	9	-	6	15	40.0
Seychelles	2	-	-	2	0.0	2	-	-	2	0.0
Sierra Leone	8	-	5	13	38.5	8	-	4	12	33.3
Singapore	9	-	2	11	18.2	8	-	2	10	20.0
Slovakia	3	-	1	4	25.0	5	-	-	5	0.0
Slovenia	1	-	-	1	0.0	1	-	-	1	0.0
Solomon Islands	-	-	-	-	0.0	-	-	-	-	0.0
Somalia	7	-	1	8	12.5	6	-	2	8	25.0
South Africa	7	-	4	11	36.4	4	-	3	7	42.9
Spain	18	5	8	31	25.8	19	9	8	36	22.2

COUNTRY	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
Sri Lanka	8	-	1	9	11.1	7	-	2	9	22.2
Sudan	6	-	2	8	25.0	6	-	2	8	25.0
Suriname	1	-	1	2	50.0	-	-	1	1	100.0
Swaziland	1	-	2	3	66.7	1	-	2	3	66.7
Sweden	18	-	6	24	25.0	15	-	8	23	34.8
Syrian Arab Republic	3	-	4	7	57.1	4	-	3	7	42.9
Tajikistan	-	-	-	-	0.0	-	-	-	-	0.0
Thailand	26	-	4	30	13.3	24	-	6	30	20.0
The former Yugoslav Republic of Macedonia	-	-	-	-	0.0	-	-	-	-	0.0
Togo	2	-	2	4	50.0	3	-	1	4	25.0
Trinidad and Tobago	16	-	4	20	20.0	16	-	3	19	15.8
Tunisia	16	-	1	17	5.9	15	-	-	15	0.0
Turkey	10	1	1	12	8.3	10	-	-	10	0.0
Turkmenistan	-	-	-	-	0.0	-	-	-	-	0.0
Uganda	9	-	5	14	35.7	9	-	5	14	35.7
Ukraine	13	-	9	22	40.9	14	-	8	22	36.4
United Arab Emirates	1	-	-	1	0.0	1	-	-	1	0.0
United Kingdom of Great Britain and Northern Ireland	67	-	16	83	19.3	66	-	17	83	20.5
United Republic of Tanzania	17	-	2	19	10.5	13	-	2	15	13.3
United States of America	302	11	72	385	18.7	287	10	78	375	20.8
Uruguay	5	-	4	9	44.4	4	-	4	8	50.0
Uzbekistan	-	-	-	-	0.0	-	-	-	-	0.0
Vanuatu	-	-	-	-	0.0	-	-	-	-	0.0
Venezuela	7	-	1	8	12.5	6	-	2	8	25.0
Viet Nam	3	-	-	3	0.0	3	1	-	4	0.0
Yemen	9	-	-	9	0.0	9	-	-	9	0.0
Yugoslavia	7	-	2	9	22.2	7	-	3	10	30.0
Zaire	13	-	2	15	13.3	12	-	2	14	14.3
Zambia	8	-	1	9	11.1	7	-	2	9	22.2
Zimbabwe	4	-	3	7	42.9	4	-	3	7	42.9
SUBTOTAL	1 819	97	612	2 528	24.2	1 802	104	593	2 499	23.7
OTHERS										
Stateless	3	-	2	5	40.0	3	-	1	4	25.0
Switzerland	9	-	4	13	30.8	9	-	3	12	25.0
SUBTOTAL	13	2	7	22	31.8	12	-	4	16	25.0
TOTAL	1 832	99	619	2 550	24.3	1 814	104	597	2 515	23.7

B. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND TYPE OF APPOINTMENT

(as at 30 June 1994 and 30 June 1995)

REGION	30/06/94					30/06/95				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA	304	2	109	415	26.3	290	3	101	394	25.6
ASIA AND THE PACIFIC	318	27	76	421	18.1	325	34	89	448	19.9
EASTERN EUROPE	93	4	134	231	58.0	114	12	116	242	47.9
WESTERN EUROPE	449	37	118	604	19.5	431	33	108	572	18.9
LATIN AMERICA	161	11	46	218	21.1	160	3	45	208	21.6
MIDDLE EAST	93	3	29	125	23.2	95	4	28	127	22.0
NORTH AMERICA AND THE CARIBBEAN	401	13	100	514	19.5	387	15	106	508	20.9
OTHERS	13	2	7	22	31.8	12	-	4	16	25.0
TOTAL	1 832	99	619	2 550	24.3	1 814	104	597	2 515	23.7

Table 6

A. APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL

(showing number of women)

(1 July 1994 - 30 June 1995)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATE										
Algeria	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Argentina	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Australia	-	-	-	-	1	-	2	-	-	3
Bahamas	-	-	-	-	-	-	-	4 (3)	-	4 (3)
Benin	-	-	-	-	-	-	1	-	-	1
Bulgaria	-	-	-	-	1	-	1	-	-	2
Cambodia	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Cameroon	-	-	-	-	-	-	1	-	-	1
Canada	-	-	-	1	-	2	2	-	-	5
Cape Verde	-	-	-	-	-	-	-	2	-	2
China	-	-	-	-	1	-	1 (1)	1 (1)	-	3 (2)
Colombia	-	-	-	-	1	-	-	-	-	1
Croatia	-	-	-	-	-	-	-	3 (2)	-	3 (2)
Cyprus	-	-	-	-	-	-	-	1	-	1
Denmark	-	-	-	-	-	1	-	-	-	1
Egypt	1	-	-	-	-	-	-	-	-	1
Estonia	-	-	-	-	-	-	1	2 (1)	-	3 (1)
Ethiopia	-	-	-	-	-	1	-	-	-	1
Finland	-	-	-	-	-	-	2 (1)	-	-	2 (1)
Germany	1	-	-	-	-	-	3 (1)	1	-	5 (1)
Ghana	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Hungary	-	-	-	-	-	-	1	-	-	1
India	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Indonesia	1	-	-	-	-	-	-	1	-	2
Iraq	1	-	-	-	-	-	-	-	-	1
Ireland	-	1	-	-	-	-	-	-	-	1
Italy	-	-	-	-	-	-	-	2 (1)	-	2 (1)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
Japan	-	-	-	-	-	2 (1)	-	13 (9)	-	15 (10)
Jordan	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Latvia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Lithuania	-	-	-	-	-	-	-	3 (2)	-	3 (2)
Mongolia	-	-	-	-	-	-	-	2 (1)	-	2 (1)
Myanmar	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Namibia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Nicaragua	-	-	-	-	-	1	-	1	-	2
Nigeria	-	-	-	-	-	1	1 (1)	-	-	2 (1)
Pakistan	-	-	-	-	-	2	-	-	-	2
Portugal	-	-	-	-	-	-	-	3 (1)	-	3 (1)
Republic of Korea	-	-	-	1	-	-	1	4 (1)	-	6 (1)
Russian Federation	-	-	-	1	-	-	1	-	-	2
Saint Vincent and the Grenadines	-	-	-	-	-	-	1	-	-	1
Saudi Arabia	-	-	-	-	-	-	-	2	-	2
Somalia	-	-	-	-	-	-	1	-	-	1
Spain	-	-	-	-	-	-	2	4 (2)	-	6 (2)
Sri Lanka	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Sweden	-	-	-	-	1 (1)	1 (1)	1 (1)	-	-	3 (3)
Thailand	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Uganda	-	-	-	-	-	-	1 (1)	-	-	1 (1)
United Kingdom of Great Britain and Northern Ireland	-	-	1	1 (1)	-	-	1	-	-	3 (1)
United States of America	-	-	1	1 (1)	-	8 (3)	8 (6)	2 (1)	-	20 (11)
Venezuela	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Viet Nam	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Yugoslavia	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Zambia	-	-	-	-	-	-	-	1 (1)	-	1 (1)
SUBTOTAL	4	1	2	5	7	21	39	56	-	135
TOTAL	4	1	2	5 (2)	7 (3)	21 (7)	39 (18)	56 (30)	-	135 (60)

B APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND LEVEL

(showing number of women)

(1 July 1994 - 30 June 1995)

REGION	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA	1	-	-	-	1 (1)	3 (1)	5 (2)	4 (2)	-	14 (6)
ASIA AND THE PACIFIC	1	-	-	1	3 (1)	5 (2)	7 (4)	22 (13)	-	39 (20)
EASTERN EUROPE	-	-	-	1	1	-	4 (1)	10 (6)	-	16 (7)
WESTERN EUROPE	1	1	1	1 (1)	1 (1)	2 (1)	9 (3)	10 (4)	-	25 (10)
LATIN AMERICA	-	-	-	-	1	1	2 (2)	1	-	5 (2)
MIDDLE EAST	1	-	-	-	-	-	-	4 (1)	-	5 (1)
NORTH AMERICA AND THE CARIBBEAN	-	-	1	2 (1)	-	10 (3)	11 (6)	6 (4)	-	30 (14)
TOTAL	4	1	2	5 (2)	7 (3)	21 (7)	39 (18)	56 (30)	-	135 (60)

Table 7

A. STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT

(showing number of women)

(1 July 1994 - 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATE											
Afghanistan	8	-	-	-	-	-	-	-	-	8	-
Albania	1	-	-	-	-	-	-	-	-	1	-
Algeria	17 (2)	1 (1)	-	1 (1)	2	1	3	+1	-	16 (3)	-
Andorra	0	-	-	-	-	-	-	-	-	-	-
Angola	1	-	-	-	-	-	-	-	-	1	-
Antigua and Barbuda	2 (2)	-	-	-	1 (1)	-	1 (1)	+2 (+2)	-	3 (3)	-
Argentina	25 (9)	-	1 (1)	1 (1)	1	-	1	-	-2	23 (10)	-
Armenia	0	-	-	-	-	-	-	-	-	-	-
Australia	30 (13)	-	3	3	2	-	2	+2	-1	32 (13)	-
Austria	19 (10)	-	-	-	-	1 (1)	1 (1)	+1	-	19 (9)	-
Azerbaijan	0	-	-	-	-	-	-	-	-	-	-
Bahamas	1 (1)	4 (3)	-	4 (3)	-	-	-	-	-	5 (4)	-
Bahrain	0 (0)	-	-	-	-	-	-	+1 (+1)	-	1 (1)	-
Bangladesh	14	-	-	-	1	-	1	-	-	13	-
Barbados	6 (4)	-	-	-	-	1 (1)	1 (1)	-	-	5 (3)	-
Belarus	13	-	-	-	-	1	1	+1	-1	12	-
Belgium	26 (7)	-	-	-	1	4 (1)	5 (1)	+1	-2	20 (6)	-
Belize	3 (2)	-	-	-	1 (1)	-	1 (1)	-	-	2 (1)	-
Benin	5	-	1	1	-	-	-	-	-	6	-
Bhutan	4	-	-	-	-	-	-	-	-	4	-
Bolivia	5 (1)	-	-	-	-	-	-	-	-	5 (1)	-
Bosnia and Herzegovina	1 (1)	-	-	-	-	1 (1)	1 (1)	-	-	- (0)	-
Botswana	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Brazil	36 (13)	-	-	-	2	-	2	+2 (+1)	-2	34 (14)	-
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	-
Bulgaria	8	-	2	2	-	2	2	-	-	8	-
Burkina Faso	8 (1)	-	-	-	-	-	-	-	-	8 (1)	-
Burundi	11 (2)	-	-	-	-	1	1	-	-	10 (2)	-
Cambodia	2 (0)	-	1 (1)	1 (1)	-	-	-	-	-	3 (1)	-

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
Cameroon	14 (3)	-	1	1	-	-	-	-	-	15 (3)	-
Canada	53 (20)	-	5	5	3 (1)	2	5 (1)	+2	-2 (-1)	53 (18)	-
Cape Verde	1	2	-	2	-	-	-	-	-	3	-
Central African Republic	4	-	-	-	1	-	1	-	-	3	-
Chad	3	-	-	-	-	-	-	-	-	3	-
Chile	29 (12)	-	-	-	2 (1)	-	2 (1)	+2 (+1)	-	29 (12)	-
China	44 (17)	-	3 (2)	3 (2)	-	2	2	+1 (+1)	-	46 (19)	-
Colombia	7 (1)	1	-	1	1	-	1	-	-	7 (1)	-
Comoros	2	-	-	-	-	-	-	-	-1	1	-
Congo	4	-	-	-	-	-	-	-	-	4	-
Costa Rica	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
Côte d'Ivoire	12 (2)	-	-	-	-	-	-	-	-2 (-1)	10 (1)	-
Croatia	2 (2)	2 (1)	1 (1)	3 (2)	-	-	-	-	-	5 (4)	-
Cuba	10 (3)	-	-	-	-	-	-	-	-	10 (3)	1
Cyprus	5	-	1	1	-	-	-	-	-	6	-
Czech Republic	7 (1)	-	-	-	1	-	1	+4 (+2)	-	10 (3)	-
Democratic People's Republic of Korea	0	-	-	-	-	-	-	-	-	-	-
Denmark	14 (4)	-	1	1	1	-	1	-	-1	13 (4)	-
Djibouti	1	-	-	-	-	-	-	-	-	1	-
Dominica	1 (0)	-	-	-	-	-	-	+1 (+1)	-	2 (1)	-
Dominican Republic	7 (3)	-	-	-	-	-	-	-	-2 (-1)	5 (2)	-
Ecuador	5 (1)	-	-	-	-	-	-	-	-	5 (1)	-
Egypt	17 (4)	-	1	1	1 (1)	1	2 (1)	-	-2	14 (3)	-
El Salvador	3	-	-	-	-	-	-	-	-	3	-
Equatorial Guinea	3	-	-	-	-	-	-	+1	-1	3	-
Eritrea	0	-	-	-	-	-	-	-	-	-	-
Estonia	0 (0)	3 (1)	-	3 (1)	-	-	-	-	-	3 (1)	-
Ethiopia	28 (8)	-	1	1	-	1	1	+2 (+1)	-	28 (7)	-
Fiji	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
Finland	12 (5)	1	1 (1)	2 (1)	1	2	3	-	-	11 (6)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
France	109 (41)	-	-	-	10 (5)	-	10 (5)	+6 (+4)	-6 (-3)	99 (37)	-
Gabon	2	-	-	-	-	-	-	-	-	2	-
Gambia	7 (1)	-	-	-	1	-	1	+1	-	7 (1)	-
Georgia	2	-	-	-	-	-	-	+1	-	3	-
Germany	126 (39)	3	2 (1)	5 (1)	8 (2)	-	8 (2)	+5 (+3)	-7 (-4)	121 (37)	-
Ghana	11 (1)	-	1 (1)	1 (1)	2	-	2	-	-1	9 (2)	-
Greece	10 (4)	-	-	-	-	1	1	+1 (+1)	-	10 (5)	-
Grenada	2	-	-	-	-	-	-	-	-	2	-
Guatemala	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
Guinea	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
Guinea-Bissau	1	-	-	-	-	-	-	-	-	1	-
Guyana	15 (8)	-	-	-	-	-	-	+1 (+1)	-	16 (9)	-
Haiti	6 (4)	-	-	-	-	-	-	-	-	6 (4)	-
Honduras	3	-	-	-	1	-	1	-	-	2	-
Hungary	5 (1)	-	1	1	2 (1)	-	2 (1)	+2 (+1)	-	6 (1)	-
Iceland	9 (1)	-	-	-	-	1	1	-	-	8 (0)	-
India	40 (11)	-	1 (1)	1 (1)	1	1	2	+3 (+1)	-1 (-1)	41 (12)	-
Indonesia	5 (2)	1	1	2	-	-	-	+1	-	8 (2)	-
Iran (Islamic Republic of)	18 (8)	-	-	-	-	-	-	+2	-1	19 (8)	-
Iraq	10 (1)	-	1	1	-	-	-	-	-	11 (1)	-
Ireland	12 (4)	-	1	1	2	-	2	-	-	11 (3)	-
Israel	14 (5)	-	-	-	1	-	1	+1	-	14 (5)	-
Italy	68 (25)	1	1 (1)	2 (1)	3 (1)	1 (1)	4 (2)	+2 (+1)	-5 (-2)	63 (23)	-
Jamaica	17 (7)	-	-	-	1	-	1	-	-	16 (7)	-
Japan	91 (48)	12 (9)	3 (1)	15 (10)	2 (1)	1 (1)	3 (2)	+2 (+2)	-4 (-4)	101 (54)	-
Jordan	13 (1)	-	1 (1)	1 (1)	-	-	-	-	-	14 (2)	-
Kazakstan	0	-	-	-	-	-	-	-	-	-	-
Kenya	13 (2)	-	-	-	-	1	1	-	-	12 (2)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
Kuwait	0	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic	1	-	-	-	-	-	-	-	-	1	-
Latvia	0 (0)	1 (1)	-	1 (1)	-	-	-	-	-	1 (1)	-
Lebanon	20 (6)	-	-	-	2	-	2	+1 (+1)	-2 (-2)	17 (5)	-
Lesotho	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
Liberia	8 (3)	-	-	-	-	-	-	-	-	8 (3)	-
Libyan Arab Jamahiriya	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
Liechtenstein	1 (0)	-	-	-	-	-	-	-	-	1 (1)	-
Lithuania	0 (0)	3 (2)	-	3 (2)	-	-	-	-	-	3 (2)	-
Luxembourg	4 (1)	-	-	-	1	-	1	-	-	3 (1)	-
Madagascar	9 (1)	-	-	-	1	-	1	-	-	8 (1)	-
Malawi	10 (1)	-	-	-	-	-	-	-	-	10 (1)	-
Malaysia	14 (3)	-	-	-	1	-	1	-	-1	12 (3)	-
Maldives	0	-	-	-	-	-	-	-	-	-	-
Mali	10	-	-	-	-	-	-	-	-	10	-
Malta	5	-	-	-	1	-	1	+1	-	5	-
Marshall Islands	0	-	-	-	-	-	-	-	-	-	-
Mauritania	6	-	-	-	-	-	-	-	-1	5	-
Mauritius	9	-	-	-	-	-	-	-	-	9	-
Mexico	28 (13)	-	-	-	-	-	-	-	-	28 (13)	-
Micronesia (Federated States of)	0	-	-	-	-	-	-	-	-	-	-
Monaco	0	-	-	-	-	-	-	-	-	-	-
Mongolia	1 (1)	2 (1)	-	2 (1)	-	-	-	-	-	3 (2)	-
Morocco	10 (4)	-	-	-	-	1 (1)	1 (1)	-	-	9 (3)	-
Mozambique	0	-	-	-	-	-	-	-	-	-	-
Myanmar	6 (0)	1 (1)	-	1 (1)	-	-	-	-	-	7 (1)	-
Namibia	0 (0)	1 (1)	-	1 (1)	-	-	-	-	-	1 (1)	-
Nepal	7	-	-	-	-	-	-	-	-	7	-
Netherlands	35 (5)	-	-	-	5	-	5	+3 (+1)	-1	32 (6)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
New Zealand	12 (5)	-	-	-	1	-	1	-	-1	10 (5)	-
Nicaragua	6 (4)	1	1	2	1	-	1	-	-	7 (4)	-
Niger	5 (3)	-	-	-	-	-	-	-	-	5 (3)	-
Nigeria	16 (1)	-	2 (1)	2 (1)	2	1	3	+2	-	17 (2)	-
Norway	11 (6)	-	-	-	1 (1)	-	1 (1)	-	-2 (-1)	8 (4)	-
Oman	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
Pakistan	13 (3)	-	2	2	-	1	1	+1 (+1)	-	15 (4)	-
Palau	0	-	-	-	-	-	-	-	-	-	-
Panama	1	-	-	-	-	-	-	-	-	1	-
Papua New Guinea	2	-	-	-	-	-	-	-	-	2	-
Paraguay	1	-	-	-	-	-	-	-	-	1	-
Peru	17 (6)	-	-	-	-	-	-	-	-2	15 (6)	-
Philippines	70 (39)	-	-	-	1	-	1	+3 (+3)	-1 (-1)	71 (41)	-
Poland	14 (0)	-	-	-	-	1	1	+1 (+1)	-	14 (1)	-
Portugal	5 (2)	3 (1)	-	3 (1)	1	1	2	-	-	6 (3)	-
Qatar	1	-	-	-	-	-	-	-	-	1	-
Republic of Korea	6 (3)	5 (1)	1	6 (1)	-	-	-	+1 (+1)	-	13 (5)	-
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	-
Romania	4	-	-	-	-	-	-	-	-	4	-
Russian Federation	138 (13)	-	2	2	2	4	6	+1	-1	134 (13)	-
Rwanda	3 (1)	-	-	-	1	1	2	-	-	1 (1)	-
Saint Kitts and Nevis	2 (2)	-	-	-	-	-	-	+1 (+1)	-	3 (3)	-
Saint Lucia	4 (2)	-	-	-	-	1 (1)	1 (1)	-	-	3 (1)	-
Saint Vincent and the Grenadines	3 (1)	-	1	1	-	-	-	-	-	4 (1)	-
Samoa	2	-	-	-	-	-	-	-	-	2	-
San Marino	0	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	0	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	5 (5)	2	-	2	-	-	-	-	-	7 (5)	-
Senegal	15 (6)	-	-	-	-	1	1	+1	-	15 (6)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
Seychelles	2	-	-	-	-	-	-	-	-	2	-
Sierra Leone	13 (3)	-	-	-	-	1 (1)	1 (1)	-	-	12 (2)	-
Singapore	11 (7)	-	-	-	-	-	-	-	-1 (-1)	10 (6)	-
Slovakia	4	-	-	-	-	-	-	+1	-	5	-
Slovenia	1	-	-	-	-	-	-	-	-	1	-
Solomon Islands	0	-	-	-	-	-	-	-	-	-	-
Somalia	8 (2)	-	1	1	-	-	-	-	-1	8 (2)	-
South Africa	11 (3)	-	-	-	2 (1)	1	3 (1)	+2	-3	7 (2)	-
Spain	31 (13)	5 (2)	1	6 (2)	1	-	1	+1	-1 (-1)	36 (14)	-
Sri Lanka	9 (2)	-	1 (1)	1 (1)	1	-	1	-	-	9 (3)	-
Sudan	8	-	-	-	-	-	-	-	-	8	-
Suriname	2 (1)	-	-	-	-	-	-	-	-1	1 (1)	-
Swaziland	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
Sweden	24 (7)	-	3 (3)	3 (3)	4 (1)	1	5 (1)	+1	-	23 (9)	-
Syrian Arab Republic	7 (0)	-	-	-	-	2	2	+2 (+1)	-	7 (1)	-
Tajikistan	0	-	-	-	-	-	-	-	-	-	-
Thailand	30 (17)	-	1 (1)	1 (1)	2 (1)	-	2 (1)	+1 (+1)	-	30 (18)	-
The former Yugoslav Republic of Macedonia	0	-	-	-	-	-	-	-	-	-	-
Togo	4	-	-	-	-	-	-	-	-	4	-
Trinidad and Tobago	20 (10)	-	-	-	1	-	1	-	-	19 (10)	-
Tunisia	17 (1)	-	-	-	2	-	2	-	-	15 (1)	-
Turkey	12 (3)	-	-	-	1	1	2	-	-	10 (3)	-
Turkmenistan	0	-	-	-	-	-	-	-	-	-	-
Uganda	14 (4)	-	1 (1)	1 (1)	-	1	1	-	-	14 (5)	-
Ukraine	22 (1)	-	-	-	-	-	-	-	-	22 (1)	-
United Arab Emirates	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
United Kingdom of Great Britain and Northern Ireland	83 (30)	-	3 (1)	3 (1)	3 (1)	-	3 (1)	+3 (+1)	-3 (-1)	83 (30)	-
United Republic of Tanzania	19 (6)	-	-	-	4 (1)	-	4 (1)	-	-	15 (5)	-
United States of America	385 (184)	1	19 (11)	20 (11)	21 (9)	11 (3)	32 (12)	+12 (+6)	-10 (-5)	375 (184)	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
Uruguay	9 (2)	-	-	-	1	-	1	-	-	8 (2)	-
Uzbekistan	0	-	-	-	-	-	-	-	-	-	-
Vanuatu	0	-	-	-	-	-	-	-	-	-	-
Venezuela	8 (4)	-	1 (1)	1 (1)	1	-	1	-	-	8 (5)	-
Viet Nam	3 (1)	1 (1)	-	1 (1)	-	-	-	-	-	4 (2)	-
Yemen	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Yugoslavia	9 (0)	-	1 (1)	1 (1)	-	-	-	-	-	10 (1)	-
Zaire	15 (2)	-	-	-	1	-	1	-	-	14 (2)	-
Zambia	9 (0)	-	1 (1)	1 (1)	1	-	1	-	-	9 (1)	-
Zimbabwe	7 (1)	-	-	-	-	-	-	+1	-1	7 (1)	-
OTHERS											
Stateless	5 (1)	-	-	-	-	1 (1)	1 (1)	-	-	4 (0)	-
Switzerland	13 (3)	-	-	-	1	1	2	+1	-	12 (3)	-
SUBTOTAL	22 (5)	-	-	-	1	2 (1)	3 (1)	+1	-	18 (3)	-
TOTAL	2 550 (830)	57 (26)	78 (34)	135 (60)	124 (30)	58 (13)	182 (43)	+93 (+43)	-81 (-30)	2 515 (857)	1

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from such changes as movements of staff:

1. Between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to a technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. After a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

B. STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND TYPE OF APPOINTMENT

(showing number of women)

(1 July 1994 - 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/95	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA	415 (75)	4 (2)	10 (4)	14 (6)	21 (3)	12 (2)	33 (5)	+11 (+1)	-10 (-1)	394 (76)	-
ASIA AND THE PACIFIC	421 (173)	22 (13)	17 (7)	39 (20)	12 (2)	5 (1)	17 (3)	+15 (+10)	-10 (-7)	448 (192)	-
EASTERN EUROPE	231 (19)	9 (5)	7 (2)	16 (7)	5 (1)	9 (1)	14 (2)	+11 (+4)	-6 (-1)	242 (28)	-
WESTERN EUROPE	604 (204)	13 (3)	13 (7)	26 (10)	43 (11)	12 (3)	55 (14)	+25 (+12)	-28 (-12)	572 (198)	-
LATIN AMERICA	218 (79)	2	3 (2)	5 (2)	10 (1)	-	10 (1)	+4 (+2)	-8	208 (81)	1
MIDDLE EAST	125 (32)	2	3 (1)	5 (1)	4	3	7	+7 (+3)	-3 (-2)	127 (34)	-
NORTH AMERICA AND THE CARIBBEAN	514 (243)	5 (3)	25 (11)	30 (14)	28 (12)	15 (5)	43 (17)	+19 (+11)	-18 (-7)	508 (245)	-
OTHERS	22 (5)	-	-	-	1	2 (1)	3 (1)	+1	-	18 (3)	-
TOTAL	2 550 (830)	57 (26)	77 (33)	135 (60)	124 (30)	58 (13)	182 (43)	+93 (+43)	-81 (-30)	2 515 (857)	1

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from such changes as movements of staff:

1. Between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to a technical assistance project or returned from such project;
4. Seconded to UNDP or other United Nations bodies or returned from such secondment;
5. Promoted from the General Service category to the Professional category;
6. After a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

Table 8

A. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY NATIONALITY AND LEVEL

(showing number of women)

(as at 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
MEMBER STATE							
Algeria	4	1	2	2	1	-	6
Argentina	29 (14)	5 (2)	13 (6)	10 (4)	3 (2)	-	31 (14)
Australia	1 (1)	-	1 (1)	-	-	-	1 (1)
Austria	2 (1)	1	2 (1)	-	-	-	3 (1)
Belarus	6	-	1	4	-	-	5
Belgium	14 (6)	3	6 (3)	4 (2)	3 (2)	-	16 (7)
Benin	1	-	1	1 (1)	-	-	2 (1)
Bolivia	1 (1)	-	-	-	-	-	0 (0)
Brazil	0	-	-	1 (1)	-	-	1 (1)
Bulgaria	1	-	1	-	-	-	1
Canada	11 (5)	-	3 (2)	8 (5)	1 (1)	-	12 (8)
Chile	16 (8)	4 (1)	7 (4)	2 (1)	1	-	14 (6)
China	128 (31)	17 (3)	43 (8)	67 (15)	5 (3)	-	132 (29)
Colombia	7 (6)	2 (2)	2 (1)	3 (3)	-	-	7 (6)
Costa Rica	1	-	-	1	-	-	1
Côte d'Ivoire	1	-	-	1	-	-	1
Cuba	3 (1)	1	1 (1)	3 (1)	-	-	5 (2)
Ecuador	2 (1)	-	2 (1)	-	-	-	2 (1)
Egypt	81 (19)	14 (2)	37 (6)	24 (9)	1 (1)	-	76 (18)
France	113 (75)	20 (11)	55 (35)	35 (28)	11 (8)	-	121 (80)
Germany	2 (2)	1 (1)	1 (1)	-	-	-	2 (2)
Ghana	2	-	1	1	-	-	2
Guatemala	1 (1)	-	1 (1)	-	-	-	1 (1)
Guyana	2 (1)	-	2 (1)	-	-	-	2 (1)
Iraq	1	-	1	-	-	-	1
Ireland	2 (1)	1	1	1 (1)	1 (1)	-	4 (2)
Israel	2	-	1	1	-	-	2
Italy	1	-	1	-	-	-	1

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
Jamaica	4 (4)	-	1 (1)	1 (1)	-	-	2 (2)
Jordan	4	3	-	-	1	-	4
Kazakstan	0	1	-	-	-	-	1
Kenya	0	-	-	-	1	-	1
Lebanon	10 (5)	1	1 (1)	8 (3)	1 (1)	-	11 (5)
Madagascar	1 (1)	-	-	1 (1)	-	-	1 (1)
Malaysia	1	-	1	-	-	-	1
Mali	1	-	1	-	-	-	1
Mauritius	0	-	-	-	1 (1)	-	1 (1)
Mexico	4 (3)	1	2 (2)	1 (1)	-	-	4 (3)
Morocco	3	-	-	3	-	-	3
Netherlands	1	-	-	-	-	-	0
Panama	1	-	-	1	-	-	1
Paraguay	1 (1)	1 (1)	-	-	1 (1)	-	2 (2)
Peru	9 (5)	-	2 (2)	4 (2)	-	-	6 (4)
Philippines	0	-	-	-	1 (1)	-	1 (1)
Russian Federation	128 (4)	12	50 (2)	75 (2)	3	-	140 (4)
Senegal	6	1	1	4	-	-	6
Spain	31 (10)	4 (1)	16 (2)	11 (7)	2	-	33 (10)
Sudan	5	1	3	1	-	-	5
Sweden	1 (1)	-	-	1 (1)	-	-	1 (1)
Syrian Arab Republic	22 (6)	3 (1)	7 (1)	10 (3)	-	-	20 (5)
Trinidad and Tobago	2 (1)	1	1 (1)	-	-	-	2 (1)
Tunisia	14 (1)	-	7 (1)	7	1 (1)	-	15 (2)
Ukraine	6	-	-	6	1	-	7
United Kingdom of Great Britain and Northern Ireland	67 (30)	15 (6)	39 (20)	13 (5)	3 (1)	-	70 (32)
United States of America	85 (49)	13 (7)	31 (16)	36 (23)	9 (6)	-	89 (52)
Uruguay	6 (3)	2 (1)	2 (1)	1 (1)	2 (1)	-	7 (4)
Yemen	1	-	-	1	-	-	1
SUBTOTAL	849 (298)	129 (39)	351 (122)	354 (119)	54 (31)	-	888 (311)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
OTHERS							
Palestine	1	-	1	1	-	-	2
Switzerland	8 (6)	1	5 (4)	3 (2)	-	-	9 (6)
SUBTOTAL	10 (6)	1	6 (4)	4 (2)	-	-	11 (6)
TOTAL	859 (304)	130 (39)	357 (126)	358 (121)	54 (31)	-	899 (317)

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY REGION AND LEVEL

(showing number of women)

(as at 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
AFRICA	119 (21)	17 (2)	53 (7)	45 (11)	5 (3)	-	120 (23)
ASIA AND THE PACIFIC	130 (32)	17 (3)	45 (9)	67 (15)	6 (4)	-	135 (31)
EASTERN EUROPE	141 (4)	13	52 (2)	85 (2)	4	-	154 (4)
WESTERN EUROPE	234 (128)	45 (19)	121 (62)	65 (42)	20 (12)	-	251 (135)
LATIN AMERICA	81 (44)	18 (7)	32 (19)	27 (14)	7 (4)	-	82 (44)
MIDDLE EAST	40 (11)	7 (1)	10 (2)	20 (6)	2 (1)	-	39 (10)
NORTH AMERICA AND THE CARIBBEAN	104 (60)	14 (7)	38 (21)	45 (29)	10 (7)	-	107 (64)
OTHERS	10 (6)	1	6 (4)	4 (2)	-	-	11 (6)
TOTAL	859 (304)	130 (39)	357 (126)	358 (121)	54 (31)	-	899 (317)

Table 9

A. PROFESSIONAL AND HIGHER-LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE BY NATIONALITY AND LEVEL

(showing number of women)

(as at 30 June 1995)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
MEMBER STATE											
Afghanistan	0	-	-	-	-	-	1	1	-	-	2
Albania	1	-	-	-	-	-	1	-	-	-	1
Algeria	0	1	-	-	-	-	-	-	-	-	1
Argentina	1										0
Australia	9	-	-	-	-	1	4	5	1	-	11
Austria	1	-	-	-	-	-	-	1	-	-	1
Bangladesh	1	-	-	-	-	-	-	1	1	-	2
Barbados	0	-	-	-	-	-	-	1	-	-	1
Belgium	1	-	-	-	1	-	-	2	-	-	3
Bolivia	1	-	-	-	-	-	1	-	-	-	1
Brazil	2 (2)	-	-	-	-	-	1 (1)	2 (2)	1	-	4 (3)
Bulgaria	3	-	-	-	-	-	1	2	-	-	3
Burundi	0	-	-	-	-	-	1	-	-	-	1
Cameroon	0	-	-	-	-	-	-	1	-	-	1
Canada	7 (1)	-	1	-	-	1 (1)	8 (1)	8	1 (1)	-	17 (3)
Chad	1	-	-	-	-	-	1	-	-	-	1
Chile	6 (2)	-	-	-	-	-	1 (1)	1	-	1	3 (1)
China	3 (1)	-	-	-	-	-	3 (1)	-	-	-	3 (1)
Colombia	3 (2)	-	-	-	-	-	-	1 (1)	1	-	2 (1)
Côte d'Ivoire	2 (1)	-	-	-	-	-	-	1	-	-	1 (0)
Cyprus	1										0
Denmark	2 (1)	-	-	-	1 (1)	-	-	1 (1)	1	-	3 (2)
Dominican Republic	1 (1)										0 (0)
Ecuador	1										0
Egypt	3	-	-	-	-	-	-	2	-	-	2
Ethiopia	4	-	-	-	2	-	2	1	-	-	5
Fiji	1										0
Finland	5 (1)	-	-	1	-	1	1 (1)	3	1	1	8 (1)
France	9 (4)	-	1	-	-	1	2	4 (1)	3 (1)	1 (1)	12 (3)
Germany	4 (3)	-	-	-	-	-	-	1 (1)	1 (1)	-	2 (2)
Ghana	6	-	-	-	-	1	1	-	2	-	4
Greece	1 (1)	-	-	-	-	-	-	-	1	-	1 (0)
Grenada	1										0

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
Guinea	2 (1)	-	-	-	-	-	1	-	-	-	1 (0)
Guinea-Bissau	3										0
Guyana	1 (1)										0 (0)
Haiti	1 (1)										0 (0)
Hungary	2	-	-	-	-	-	-	-	1	-	1
Iceland	2	-	-	-	-	-	1	-	2	-	3
India	7	-	-	-	-	1	4	3	3	-	11
Indonesia	1										0
Iran (Islamic Republic of)	0	-	-	-	-	1	-	-	-	-	1
Iraq	0	-	-	-	-	-	-	-	1	-	1
Ireland	5	-	-	-	-	1	1	-	1	-	3
Israel	1	-	-	-	-	-	-	1	-	-	1
Italy	10 (3)	-	-	1	-	-	-	3 (1)	4	1 (1)	9 (2)
Jamaica	1 (1)	-	-	-	-	-	-	-	-	1 (1)	1 (1)
Japan	1 (0)	1	-	-	-	-	-	1 (1)	-	-	2 (1)
Jordan	2	-	-	-	-	-	-	-	1	1	2
Kenya	3 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)
Liberia	2										0
Malaysia	2	-	-	1	-	-	1	2	-	-	4
Mali	2	1	-	-	-	-	-	-	-	-	1
Mexico	1	-	-	-	-	-	-	1	-	-	1
Myanmar	3 (1)	-	-	-	-	-	-	2	2	-	4 (0)
Nepal	1	-	1	-	-	-	1	-	-	-	2
Netherlands	5 (1)	-	-	-	-	-	1	2	1	-	4 (0)
New Zealand	2 (0)	-	-	-	-	-	-	1 (1)	2	-	3 (1)
Niger	0 (0)	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Nigeria	5 (1)	-	1	-	-	-	-	2	1 (1)	-	4 (1)
Norway	3 (1)	1	-	-	-	-	1	-	-	-	2 (0)
Pakistan	2	1	-	-	-	-	1	1	-	-	3
Panama	1										0
Paraguay	1	-	-	-	-	1	-	-	-	-	1
Peru	8	-	1	-	-	-	-	1	-	-	2
Philippines	1 (1)	-	-	-	-	-	-	-	4 (1)	-	4 (1)
Poland	8	-	1	-	-	1	5	-	-	-	7

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
Portugal	1 (1)										0 (0)
Republic of Korea	2 (2)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Russian Federation	7 (0)	-	-	-	1	-	7	3	2 (1)	-	13 (1)
Rwanda	0	-	-	-	-	-	1	1	-	-	2
Sao Tome and Principe	1 (1)										0 (0)
Senegal	0	-	-	-	-	-	1	-	-	-	1
Sierra Leone	5 (1)	-	-	-	-	-	2	2	-	-	4 (0)
Somalia	1	-	-	-	-	-	1	1	-	-	2
Spain	6 (1)	-	-	-	-	-	1	-	1	-	2 (0)
Sri Lanka	1	-	-	-	-	-	-	2	1	-	3
Sudan	4	-	-	-	-	-	2	1	-	-	3
Sweden	3	-	-	1	1	1	2	1	2	-	8
Thailand	1	-	-	-	-	-	-	-	1	-	1
Togo	1	-	-	-	-	1	2	1	-	-	4
Tunisia	0	-	-	-	-	-	-	1	-	-	1
Uganda	2 (1)	-	-	-	1	-	-	1	-	-	2 (0)
Ukraine	0	-	-	-	-	-	1	1	-	-	2
United Kingdom of Great Britain and Northern Ireland	22 (6)	-	-	-	1	3	8 (1)	9 (2)	2	-	23 (3)
United Republic of Tanzania	0	1	-	-	-	-	-	-	-	-	1
United States of America	30 (8)	-	-	-	1	1 (1)	14 (2)	18 (5)	6 (1)	3	43 (9)
Uruguay	2 (1)										0 (0)
Venezuela	1 (1)	-	1	-	-	-	-	-	-	-	1 (0)
Viet Nam	1	-	-	-	-	-	-	1	-	-	1
Yemen	0	-	-	-	-	1	1	-	-	-	2
Yugoslavia	2	-	-	-	-	-	1	1	-	-	2
Zaire	2	-	-	-	-	-	-	1	-	-	1
Zambia	1										0
Zimbabwe	1	-	-	-	-	-	2	1	-	-	3
SUBTOTAL	267 (56)	6	7	4	9 (1)	17 (2)	91 (9)	107 (17)	53 (8)	9 (3)	303 (40)
OTHERS											
Former Czechoslovakia	2	-	-	-	-	-	1	1	-	-	2
Switzerland	2	-	-	-	-	-	1	2	-	-	3
SUBTOTAL	4	-	-	-	-	-	2	3	-	-	5
TOTAL	271 (56)	6	7	4	9 (1)	17 (2)	93 (9)	110 (17)	53 (8)	9 (3)	308 (40)

B. PROFESSIONAL AND HIGHER-LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE BY REGION AND LEVEL

(showing number of women)

(as at 30 June 1995)

REGION	NUMBER OF STAFF 30/06/94	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/95
AFRICA	51 (7)	3	1	-	3	2	18 (1)	19 (1)	3 (1)	-	49 (3)
ASIA AND THE PACIFIC	39 (5)	2	1	1	-	2	14 (1)	19 (2)	16 (2)	-	55 (5)
EASTERN EUROPE	23 (0)	-	1	-	1	1	16	7	3 (1)	-	29 (1)
WESTERN EUROPE	80 (23)	1	1	3	4 (1)	7	18 (2)	27 (6)	20 (2)	3 (2)	84 (13)
LATIN AMERICA	30 (10)	-	2	-	-	1	3 (2)	6 (3)	2	1	15 (5)
MIDDLE EAST	4	-	-	-	-	2	2	2	2	1	9
NORTH AMERICA AND THE CARIBBEAN	40 (11)	-	1	-	1	2 (2)	20 (3)	27 (5)	7 (2)	4 (1)	62 (13)
OTHERS	4	-	-	-	-	-	2	3	-	-	5
TOTAL	271 (58)	6	7	4	9 (1)	17 (2)	93 (9)	110 (17)	53 (8)	9 (3)	308 (40)

Table 10

WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS

(as at 30 June 1995)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	.01%	2-14	8.42	8	96-833	381	517
Albania	.01%	2-14	6.07	1	75-833	360	48
Algeria	.15%	4-14	8.88	18	241-833	527	1,200
Andorra	.01%	2-14	5.99		70-833	355	
Angola	.01%	2-14	6.24	1	85-833	370	59
Antigua and Babuda	.01%	2-14	5.99	3	70-833	355	159
Argentina	.48%	9-19	13.80	23	534-1103	819	1,514
Armenia	.08%	2-14	7.12		137-833	422	
Australia	1.46%	23-33	27.96	32	1373-1943	1,659	1,980
Austria	.85%	14-23	18.66	19	822-1391	1,107	1,146
Azerbaijan	.16%	4-14	8.40		213-833	498	
Bahamas	.02%	2-14	6.14	5	79-833	364	225
Bahrain	.02%	2-14	6.15	1	79-833	365	38
Bangladesh	.01%	4-14	8.84	13	239-833	525	880
Barbados	.01%	2-14	5.99	5	70-833	356	324
Belarus	.37%	7-16	11.58	12	402-972	687	658
Belgium	.99%	18-26	20.79	20	948-1518	1,233	1,265
Belize	.01%	2-14	5.99	2	70-833	355	86
Benin	.01%	2-14	6.11	6	78-833	363	370
Bhutan	.01%	2-14	6.03	4	72-833	358	193
Bolivia	.01%	2-14	6.16	5	80-833	366	300
Bosnia and Herzegovina	.02%	2-14	6.23		84-833	369	
Botswana	.01%	2-14	6.02	1	72-833	357	38
Brazil	1.62%	29-39	33.66	34	1697-2295	1,996	1,766
Brunei Darussalam	.02%	2-14	6.14		79-833	364	
Bulgaria	.10%	3-14	7.53	8	182-833	447	466
Burkina Faso	.01%	2-14	6.23	8	84-833	369	541
Burundi	.01%	2-14	6.13	10	79-833	364	510
Cambodia	.01%	2-14	6.22	3	84-833	369	190
Cameroon	.01%	2-14	6.30	15	88-833	374	862
Canada	3.07%	44-60	52.14	53	2629-3557	3,094	3,306
Cape Verde	.01%	2-14	5.99	3	70-833	356	136
Central African Republic	.01%	2-14	6.06	3	75-833	360	145
Chad	.01%	2-14	6.14	3	79-833	364	180
Chile	.08%	3-14	7.37	29	152-833	437	1,675
China	.72%	39-53	46.19	46	2329-3151	2,740	3,025
Colombia	.11%	4-14	8.31	7	208-833	493	446
Comoros	.01%	2-14	6.00	1	71-833	356	48
Congo	.01%	2-14	6.05	4	73-833	359	239
Costa Rica	.01%	2-14	6.06	3	74-833	360	159
Côte d'Ivoire	.01%	2-14	6.32	10	89-833	375	538
Croatia	.10%	3-14	7.43	5	156-833	441	266
Cuba	.07%	2-14	7.15	10	139-833	424	474
Cyprus	.03%	2-14	6.30	6	89-833	374	476
Czech Republic	.32%	6-16	10.85	10	358-928	843	541
Democratic People's Republic of Korea	.04%	2-14	7.00		130-833	415	
Denmark	.70%	12-21	16.36	13	685-1255	971	849
Djibouti	.01%	2-14	6.00	1	71-833	356	38
Dominica	.01%	2-14	5.99	2	70-833	355	121
Dominican Republic	.01%	2-14	6.17	5	81-833	366	299
Ecuador	.02%	2-14	6.41	5	95-833	380	360
Egypt	.07%	3-14	8.28	14	206-833	491	1,008
El Salvador	.01%	2-14	6.12	3	78-833	363	202
Equatorial Guinea	.01%	2-14	5.99	3	70-833	356	134
Eritrea	.01%	2-14	6.07		75-833	360	
Estonia	.05%	2-14	6.62	3	107-833	393	114
Ethiopia	.01%	2-14	7.27	28	146-833	431	1,388
Fiji	.01%	2-14	6.00	4	71-833	356	308
Finland	.61%	10-20	15.02	11	606-1175	891	619
France	6.32%	86-116	101.12	99	5099-6897	5,999	6,220
Gabon	.01%	2-14	6.01	2	71-833	357	86
Gambia	.01%	2-14	6.01	7	71-833	357	557
Georgia	.16%	4-14	8.35	3	210-833	495	155
Germany	8.94%	120-162	140.61	121	7090-9592	8,342	7,079
Ghana	.01%	2-14	6.39	9	94-833	379	680
Greece	.37%	7-16	11.59	10	402-972	688	563
Grenada	.01%	2-14	5.99	2	70-833	355	86
Guatemala	.02%	2-14	6.38	7	93-833	379	479
Guinea	.01%	2-14	6.14	7	79-833	364	498
Guinea-Bissau	.01%	2-14	6.01	1	71-833	357	38
Guyana	.01%	2-14	6.01	15	71-833	356	1,066
Haiti	.01%	2-14	6.16	6	80-833	365	453
Honduras	.01%	2-14	6.12	2	78-833	363	86
Hungary	.15%	4-14	8.32	6	208-833	494	269
Iceland	.03%	2-14	6.29	6	88-833	373	460
India	.31%	28-37	32.35	41	1632-2206	1,920	2,341
Indonesia	.14%	8-17	12.60	8	463-1032	748	541
Iran (Islamic Republic of)	.60%	11-21	16.19	19	675-1245	961	1,309
Iraq	.14%	4-14	8.40	11	213-833	498	812
Ireland	.20%	4-14	8.90	11	243-833	528	730
Israel	.26%	5-15	9.83	14	298-867	583	706
Italy	4.79%	67-90	78.38	63	3953-5347	4,650	3,602

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Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Jamaica	.01%	2-14	6.05	18	73-833	359	900
Japan	13.95%	184-248	216.08	101	10897-14741	12,819	5,156
Jordan	.01%	2-14	6.11	14	77-833	362	801
Kazakstan	.26%	5-15	10.12		315-885	600	
Kenya	.01%	2-14	6.68	12	111-833	397	791
Kuwait	.20%	4-14	8.84		239-833	525	
Kyrgyzstan	.04%	2-14	6.54		103-833	388	
Lao People's Democratic Republic	.01%	2-14	6.10	1	76-833	362	73
Latvia	.10%	3-14	7.39	1	153-833	438	38
Lebanon	.01%	2-14	6.06	17	74-833	359	1,082
Lesotho	.01%	2-14	6.03	7	73-833	358	373
Liberia	.01%	2-14	6.05	8	74-833	359	481
Libyan Arab Jamahiriya	.21%	4-14	9.07	6	253-833	538	417
Liechtenstein	.01%	2-14	5.99	1	70-833	355	38
Lithuania	.11%	3-14	7.56	3	183-833	449	114
Luxembourg	.07%	2-14	6.89	3	123-833	409	134
Madagascar	.01%	2-14	6.33	8	90-833	376	467
Malawi	.01%	2-14	6.21	10	83-833	369	637
Malaysia	.14%	4-14	8.39	12	212-833	498	815
Maldives	.01%	2-14	5.99		70-833	356	
Mali	.01%	2-14	6.24	10	85-833	370	565
Malta	.01%	2-14	5.99	5	70-833	356	416
Marshall Islands	.01%	2-14	5.99		70-833	355	
Mauritania	.01%	2-14	6.04	5	73-833	358	311
Mauritius	.01%	2-14	6.01	9	72-833	357	657
Mexico	.78%	15-24	19.59	28	877-1446	1,162	1,661
Micronesia (Federated States of)	.01%	2-14	5.99		70-833	355	
Monaco	.01%	2-14	5.99		70-833	355	
Mongolia	.01%	2-14	6.04	3	73-833	359	124
Morocco	.03%	2-14	6.93	9	126-833	411	620
Mozambique	.01%	2-14	6.37		93-833	378	
Myanmar	.01%	2-14	7.09	7	135-833	421	430
Namibia	.01%	2-14	6.02	1	72-833	357	38
Nepal	.01%	2-14	6.50	7	100-833	386	417
Netherlands	1.58%	25-34	29.68	32	1475-2045	1,761	1,795
New Zealand	.24%	5-14	9.49	10	278-847	563	579
Nicaragua	.01%	2-14	6.09	7	76-833	361	357
Niger	.01%	2-14	6.19	5	82-833	367	315
Nigeria	.16%	6-16	10.82	17	357-926	642	1,105
Norway	.55%	9-19	14.11	8	552-1122	837	364
Oman	.04%	2-14	6.48	2	99-833	385	166
Pakistan	.06%	5-15	9.77	15	295-864	580	1,012
Palau	.00%	2-14	5.84		61-833	346	
Panama	.01%	2-14	6.05	1	74-833	359	48
Papua New Guinea	.01%	2-14	6.08	2	76-833	361	96
Paraguay	.01%	2-14	6.10	1	77-833	362	59
Peru	.06%	2-14	7.29	15	147-833	433	969
Philippines	.06%	4-14	8.36	71	210-833	496	3,816
Poland	.38%	8-17	12.43	14	452-1022	738	837
Portugal	.24%	5-14	9.65	6	287-857	572	294
Qatar	.04%	2-14	6.44	1	97-833	382	48
Republic of Korea	.80%	14-24	18.81	13	831-1400	1,116	562
Republic of Moldova	.11%	3-14	7.58		164-833	450	
Romania	.15%	4-14	8.63	4	227-833	512	230
Russian Federation	5.68%	80-108	93.86	134	4733-6403	5,568	7,778
Rwanda	.01%	2-14	6.17	1	81-833	366	48
Saint Kitts and Nevis	.01%	2-14	5.99	3	70-833	355	124
Saint Lucia	.01%	2-14	5.99	3	70-833	355	155
Saint Vincent and the Grenadines	.01%	2-14	5.99	4	70-833	355	183
Samoa	.01%	2-14	5.99	2	70-833	355	96
San Marino	.01%	2-14	5.99		70-833	355	
Sao Tome and Principe	.01%	2-14	5.99		70-833	355	
Saudi Arabia	.80%	13-23	18.14	7	791-1361	1,076	389
Senegal	.01%	2-14	6.19	15	82-833	367	908
Seychelles	.01%	2-14	5.99	2	70-833	355	107
Sierra Leone	.01%	2-14	6.09	12	76-833	361	812
Singapore	.14%	3-14	7.99	10	189-833	474	637
Slovakia	.10%	3-14	7.45	5	157-833	442	220
Slovenia	.07%	2-14	6.93	1	126-833	411	73
Solomon Islands	.01%	2-14	5.99		70-833	356	
Somalia	.01%	2-14	6.21	8	83-833	368	502
South Africa	.34%	7-17	11.87	7	419-989	704	348
Spain	2.24%	34-46	40.07	36	2021-2733	2,377	1,887
Sri Lanka	.01%	2-14	6.47	9	96-833	381	519
Sudan	.01%	2-14	6.65	8	111-833	397	493
Suriname	.01%	2-14	6.00	1	70-833	356	48
Swaziland	.01%	2-14	6.01	3	71-833	356	144
Sweden	1.22%	19-29	24.17	23	1149-1718	1,434	1,524
Syrian Arab Republic	.05%	2-14	6.91	7	125-833	410	410
Tajikistan	.03%	2-14	6.42		96-833	381	
Thailand	.13%	4-14	9.22	30	282-833	547	1,483
Togo	.01%	2-14	6.08	4	76-833	381	240

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Trinidad and Tobago	.04%	2-14	8.48	19	98-833	383	1,058
Tunisia	.03%	2-14	6.49	15	100-833	385	1,101
Turkey	.34%	8-17	12.38	10	449-1019	734	719
Turkmenistan	.04%	2-14	8.53		102-833	387	
The former Yugoslav Republic of Macedonia	.01%	2-14	6.04		73-833	358	
Uganda	.01%	2-14	8.48	14	99-833	384	933
Ukraine	1.48%	24-34	29.11	22	1442-2011	1,727	1,267
United Arab Emirates	.19%	4-14	8.69	1	230-833	518	59
United Kingdom of Great Britain and Northern Ireland	5.27%	73-98	85.54	83	4313-5835	5,075	5,318
United Republic of Tanzania	.01%	2-14	8.68	15	111-833	396	1,048
United States of America	25.00%	328-441	383.49	375	19338-26182	22,750	23,148
Uruguay	.04%	2-14	8.51	8	101-833	388	537
Uzbekistan	.19%	4-14	9.20		281-833	546	
Vanuatu	.01%	2-14	5.99		70-833	355	
Venezuela	.40%	7-17	12.29	8	444-1013	729	500
Viet Nam	.01%	3-14	7.75	4	175-833	460	193
Yemen	.01%	2-14	8.29	9	88-833	373	808
Yugoslavia	.11%	3-14	7.73	10	173-833	459	558
Zaire	.01%	2-14	7.01	14	131-833	416	860
Zambia	.01%	2-14	8.21	9	83-833	368	529
Zimbabwe	.01%	2-14	8.25	7	88-833	371	430
GRAND TOTAL	100.00%		2,700.65	2499		160,220	149,449

Table 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER-LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(as at 30 June 1995)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	2	1	1	-	1	3	2	1	3	1	3	1	4	1	2	-	-	8	18	26	30.8
OIOS	-	1	-	-	-	1	1	2	2	5	8	11	2	7	4	4	-	-	17	31	48	35.4
OLA	-	1	-	-	1	3	-	10	8	11	5	7	5	9	8	8	-	-	27	49	76	35.5
DPA	-	1	-	2	1	7	4	9	12	20	14	22	13	12	4	8	-	-	48	81	129	37.2
DPKO	-	1	-	1	-	4	2	7	2	6	6	16	6	6	3	3	-	-	19	44	63	30.2
DHA	-	1	-	-	-	3	-	5	3	11	1	7	3	1	3	2	-	-	10	30	40	25.0
DPCSD	-	1	1	-	1	5	2	12	7	14	16	13	8	5	5	3	-	-	40	53	93	43.0
DESIPA	-	1	-	-	-	3	1	12	12	10	13	24	9	22	10	15	-	-	45	87	132	34.1
DOSMS	-	1	-	-	1	3	-	7	6	13	16	21	9	9	2	2	-	-	34	56	90	37.8
ECA	-	-	-	-	-	1	1	10	3	32	7	36	12	39	9	13	-	-	32	131	163	19.6
ECE	-	1	-	-	1	-	2	5	2	14	7	19	6	18	4	13	-	-	22	70	92	23.9
ECLAC	-	1	-	-	-	1	1	10	7	18	8	32	12	23	9	18	-	-	37	103	140	26.4
ESCAP	-	1	-	-	1	-	3	9	2	21	10	32	11	20	14	11	-	-	41	94	135	30.4
ESCWA	-	1	-	-	1	-	-	3	2	11	4	20	4	6	5	4	-	-	16	45	61	26.2
REGCOM	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	0.0
DPI a/	1	-	-	1	1	4	5	12	14	24	28	35	48	35	22	22	-	-	119	133	252	47.2
UNOG	-	1	-	-	-	1	2	8	7	7	5	11	13	21	11	13	-	-	38	62	100	38.0
UNOV	-	-	-	-	1	1	2	5	2	7	4	11	1	11	5	2	-	-	15	37	52	28.8
UNDCP	-	1	-	-	-	2	-	-	1	8	7	6	3	8	6	3	-	-	17	28	45	37.8
DAM	-	1	-	-	1	-	1	1	4	4	6	4	4	2	3	1	-	-	19	13	32	59.4
DAM/OPPBA	-	-	-	1	-	4	-	4	7	9	13	11	15	14	5	5	-	-	40	48	88	45.5
DAM/OHRM	-	-	-	1	2	1	2	2	7	8	11	11	11	9	9	4	-	-	42	34	76	55.3
DAM/OCSS	-	-	-	1	1	4	4	10	9	14	11	21	9	28	6	12	-	-	40	88	128	31.3
UNJSPF	-	-	-	-	-	-	-	3	2	4	7	3	7	8	1	-	-	-	17	18	35	48.6
UNCTAD	-	-	-	-	1	3	2	23	5	39	9	41	20	37	15	18	-	-	52	181	213	24.4
UNEP	1	-	-	-	-	-	1	3	2	3	2	5	1	1	2	3	-	-	9	15	24	37.5
UNCHS	-	-	-	1	-	1	-	3	1	4	2	8	3	9	2	3	-	-	8	29	37	21.6
UNCC	-	-	-	-	-	1	-	1	-	1	-	1	-	-	-	-	-	-	-	4	4	0.0
UNCHR	-	1	-	1	-	-	-	2	2	5	7	11	6	6	7	3	-	-	22	31	53	41.5
UNSCOM	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	1	100.0
DPKO/FALD	-	-	-	2	-	3	-	8	3	19	5	16	7	9	5	3	-	-	20	60	80	25.0
INTORG b/	-	-	-	-	-	1	-	-	-	2	1	1	1	-	-	-	-	-	2	4	6	33.3
TOTAL	2	18	2	12	14	58	39	188	136	345	234	460	250	379	180	198			857	1 658	2 515	34.1

a/ Including information centres.

b/ Including the secretariats of CCAQ, ICC, ICSC and JIU.

/...

B. PROFESSIONAL STAFF IN POST WITH SPECIAL LANGUAGE REQUIREMENTS

(as at 30 June 1995)

DEPARTMENT/OFFICE	P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
DPA	-	-	-	-	-	-	1	-	-	-	1	-	1	100.0
DPCSD	1	-	1	-	2	1	-	-	-	-	4	1	5	80.0
ECA	-	1	-	2	2	3	-	1	-	-	2	7	9	22.2
ECE	-	-	-	-	1	-	2	-	-	-	3	-	3	100.0
ECLAC	-	-	3	1	1	1	-	-	-	-	4	2	6	66.7
ESCAP	-	1	1	5	1	8	-	-	-	-	2	14	16	12.5
ESCWA	-	1	1	3	1	3	-	-	-	-	2	7	9	22.2
DPI	-	1	-	-	1	-	-	-	-	-	1	1	2	50.0
UNOG	10	24	39	64	24	71	5	8	-	-	78	167	245	31.8
UNOV	1	6	8	19	7	17	2	4	-	-	18	46	64	28.1
DAM/OHRM	-	-	-	-	1	-	1	1	-	-	2	1	3	66.7
DAM/OCSS	27	55	71	128	76	131	20	9	-	-	194	323	517	37.5
UNCTAD	-	1	-	1	1	-	-	-	-	-	1	2	3	33.3
UNEP	-	-	2	4	-	1	-	-	-	-	2	5	7	28.6
UNSCOM	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
DPKO/FALD	-	1	-	4	2	-	-	-	-	-	2	5	7	28.6
TOTAL	39	91	126	231	121	237	31	23			317	582	899	35.3

C. PROFESSIONAL AND HIGHER-LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(as at 30 June 1995)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	%
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		WOMEN
EOSG	-	2	1	1	-	1	3	2	1	3	1	3	2	4	1	2	-	-	9	18	27	33.3
OIOS	-	1	-	-	-	1	1	2	2	5	8	11	2	7	4	4	-	-	17	31	48	35.4
OLA	-	1	-	-	1	3	-	10	8	11	5	7	5	9	8	8	-	-	27	49	76	35.5
DPA	-	1	-	2	1	7	4	9	12	20	14	22	13	12	5	8	-	-	49	81	130	37.7
DPKO	-	1	-	1	-	4	2	7	2	6	6	16	6	6	3	3	-	-	19	44	63	30.2
DHA	-	1	-	-	-	3	-	5	3	11	1	7	3	1	3	2	-	-	10	30	40	25.0
DPCSD	-	1	1	-	1	5	2	12	8	14	17	13	10	6	5	3	-	-	44	54	98	44.9
DESIPA	-	1	-	-	-	3	1	12	12	10	13	24	9	22	10	15	-	-	45	87	132	34.1
DDSMS	-	1	-	-	1	3	-	7	6	13	16	21	9	9	2	2	-	-	34	56	90	37.8
ECA	-	-	-	-	-	1	1	10	3	33	7	38	14	42	9	14	-	-	34	138	172	19.8
ECE	-	1	-	-	1	-	2	5	2	14	7	19	7	18	6	13	-	-	25	70	95	26.3
ECLAC	-	1	-	-	-	1	1	10	7	18	11	33	13	24	9	18	-	-	41	105	146	28.1
ESCAP	-	1	-	-	1	-	3	9	2	22	11	37	12	28	14	11	-	-	43	108	151	28.5
ESCWA	-	1	-	-	1	-	-	3	2	12	5	23	5	9	5	4	-	-	18	52	70	25.7
REGCOM	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	0.0
DPI a/	1	-	-	1	1	4	5	12	14	25	28	35	49	35	22	22	-	-	120	134	254	47.2
UNOG	-	1	-	-	-	1	2	8	17	31	44	75	37	92	18	21	-	-	118	229	345	33.6
UNOV	-	-	-	-	1	1	2	5	3	13	12	30	8	28	7	6	-	-	33	83	116	28.4
UNOCP	-	1	-	-	-	2	-	-	1	8	7	6	3	8	6	3	-	-	17	28	45	37.8
DAM	-	1	-	-	1	-	1	1	4	4	6	4	4	2	3	1	-	-	19	13	32	59.4
DAM/CPPRA	-	-	-	1	-	4	-	4	7	9	13	11	15	14	5	5	-	-	40	48	88	45.5
DAM/OHRM	-	-	-	1	2	1	2	2	7	6	11	11	12	9	10	5	-	-	44	35	79	55.7
DAM/OCSS	-	-	-	1	1	4	4	10	36	89	82	149	85	157	28	21	-	-	234	411	645	36.3
UNJSPF	-	-	-	-	-	-	-	3	2	4	7	3	7	8	1	-	-	-	17	18	35	48.6
UNCTAD	-	-	-	-	1	3	2	23	5	40	9	42	21	37	15	18	-	-	53	163	216	24.5
UNEP	1	-	-	-	-	-	1	3	2	3	4	9	1	2	2	3	-	-	11	20	31	35.5
UNCHS	-	-	-	1	-	1	-	3	1	4	2	8	3	9	2	3	-	-	8	29	37	21.6
UNCC	-	-	-	-	-	1	-	1	-	1	-	1	-	-	-	-	-	-	-	4	4	0.0
UNCHR	-	1	-	1	-	-	-	2	2	5	7	11	6	8	7	3	-	-	22	31	53	41.5
UNSCOM	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	1	2	50.0
DPKO/FALD	-	-	-	2	-	3	-	8	3	20	5	20	9	9	5	3	-	-	22	65	87	25.3
INTORG b/	-	-	-	-	-	1	-	-	-	2	1	1	1	-	-	-	-	-	2	4	6	33.3
TOTAL	2	18	2	12	14	58	39	188	175	436	360	691	371	618	211	221			1 174	2 240	3 414	34.4

a/ Including information centres.

b/ Including the secretariats of CCAQ, ICC, ICSC and JIU.

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

(as at 30 June 1995)

DEPARTMENT/OFFICE	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	38	80.9	9	19.1	47	-	0.0	-	0.0	-
OIOS	25	89.3	3	10.7	28	-	0.0	-	0.0	-
OLA	77	89.5	9	10.5	86	-	0.0	-	0.0	-
DPA	134	89.9	15	10.1	149	-	0.0	-	0.0	-
DPKO	125	72.7	47	27.3	172	-	0.0	5	100.0	5
DHA	44	86.3	7	13.7	51	-	0.0	-	0.0	-
DPCSD	93	91.2	9	8.8	102	-	0.0	-	0.0	-
DESIPA	97	67.4	47	32.6	144	-	0.0	-	0.0	-
DDSMS	188	66.0	97	34.0	285	-	0.0	-	0.0	-
ECA	130	46.8	148	53.2	278	-	0.0	-	0.0	-
ECE	65	77.4	19	22.6	84	-	0.0	-	0.0	-
ECLAC	222	55.5	178	44.5	400	-	0.0	-	0.0	-
ESCAP	249	56.3	193	43.7	442	1	100.0	-	0.0	1
ESCWA	34	45.9	40	54.1	74	-	0.0	-	0.0	-
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	-
DPI b/	334	63.9	189	36.1	523	12	44.4	15	55.6	27
UNOG	380	47.8	415	52.2	795	20	80.0	5	20.0	25
UNOV	145	41.4	205	58.6	350	3	50.0	3	50.0	6
UNDCP	81	81.0	19	19.0	100	1	100.0	-	0.0	1
DAM	62	86.1	10	13.9	72	-	0.0	-	0.0	-
DAM/OPPBA	110	66.3	56	33.7	166	-	0.0	-	0.0	-
DAM/OHRM	127	80.9	30	19.1	157	19	90.5	2	9.5	21
DAM/OCSS	531	54.4	446	45.6	977	8	4.1	187	95.9	195
UNJSPF	44	57.1	33	42.9	77	-	0.0	-	0.0	-
UNCTAD	133	78.7	36	21.3	169	-	0.0	-	0.0	-
UNEP	281	72.6	106	27.4	387	4	100.0	-	0.0	4
UNCHS	114	56.2	89	43.8	203	-	0.0	1	100.0	1
UNCC	21	58.3	15	41.7	36	-	0.0	-	0.0	-
UNCHR	39	88.6	5	11.4	44	-	0.0	-	0.0	-
UNSCOM	10	40.0	15	60.0	25	-	0.0	1	100.0	1
DPKO/FALD	500	39.7	760	60.3	1 260	94	11.3	735	88.7	829
INTORG c/	10	100.0	-	0.0	10	-	0.0	-	0.0	-
TOTAL	4 448	57.8	3 250	42.2	7 728	182	14.5	954	85.5	1 118

a/ Includes Field Service, Security Service, Trades and Crafts staff and Public Information Assistants.

b/ Including information centres.

c/ Including the secretariats of CCAQ, ICC, ICSC and JIU.

Annex II

GROUPINGS OF MEMBER STATES

A. Groupings by major geographical region

Africa

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Djibouti
Egypt
Equatorial Guinea
Ethiopia
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zaire
Zambia
Zimbabwe

Asia and the Pacific

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic People's Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia (Federated States of)
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Palau
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

Eastern Europe

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Georgia
Hungary
Kazakstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovakia
Slovenia
Tajikistan
The former Yugoslav Republic of Macedonia
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

Western Europe

Andorra
Austria
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands
Norway
Portugal
San Marino
Spain
Sweden
United Kingdom of Great Britain and Northern Ireland

Latin America

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

Middle East

Afghanistan
Bahrain
Cyprus
Iran (Islamic Republic of)
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

North America and the Caribbean

Antigua and Barbuda
Bahamas
Barbados
Belize
Canada
Dominica
Grenada
Guyana
Jamaica
Saint Kitts and Nevis
Saint Lucia
Saint Vincent and the Grenadines
Trinidad and Tobago
United States of America

Others

Palestine
Switzerland
Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia except Australia, Japan and New Zealand; all countries in Latin America; all countries in North America and the Caribbean except Canada and the United States of America; all countries in the Middle East except Turkey and Cyprus; plus Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia.

2. Other countries

All countries in Western Europe; all countries in Eastern Europe except Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia; plus Australia, Canada, Cyprus, Japan, New Zealand, Turkey and the United States of America.